

# PISTA Executive Program for the Senior Executives

Our program is specifically designed to **support senior executives in addressing various challenges such as depression, burnout, and stress**. The program spans a duration of approximately 5-6 months, during which participants will engage in a series of tailored interventions and activities aimed at enhancing their well-being and resilience.

Throughout the program, participants will have access to a range of resources, including personalized coaching sessions, workshops on stress management and self-care, strategies for building emotional resilience, and techniques to cultivate a healthy work-life balance. Additionally, we offer opportunities for networking and peer support, enabling executives to connect with like-minded individuals who understand the unique challenges they face.

## THE PROGRAM CONSISTS OF TWO PARTS:

- 1. Mental health wellness**
  - Prevention of burnout
  - Deal with demanding workload and meeting sales target
- 2. Organizational planning**

## ENTRY POINTS USED:

- 1. Entry Point #1**

The new 2nd funding ...  
How to implement this year..., the organization structure much needed to move forward. What are the priorities
- 2. Entry Point #2**

Roles of the core team members are clear,  
But how to cement and organize to become an effective structure to synchronize growth plus leadership...
- 3. Entry Point #3**

Setting the priorities  
The effective plan in detail. the branding n structure building by month and by quarter

**We are delighted to share that our program has participants from various countries across the globe. Here is a snapshot of some organizations and individuals who have joined us and their insights after doing PISTA session with their coach:**

- 1. Michael Edge – Amazon**  
IT Senior Advisor  
Website: <https://www.amazon.com/>

### Insights and Feelings after doing EP:

*The upcoming restructuring of the management team is anticipated to result in a smaller composition, as the organization aims to minimize discussions that revolve around subjective "feelings" and instead foster a focus on producing tangible and actionable outcomes. The primary objective of this restructuring is to create a more efficient decision-making process within the team. The organization is placing a significant emphasis on cultivating a sales culture, recognizing its crucial role in driving business growth and success. The desire for improvement in this area is driven by the organization's commitment to enhancing sales performance and maximizing revenue generation. By nurturing a sales culture, the management team seeks to create an environment that motivates individuals to excel in their sales efforts, collaborate effectively, and continuously strive for growth opportunities.*

## 2. Alfredo Chandra – Jardine Matheson

Corporate Finance Manager

Website: <https://www.jardines.com/en/about-us>

### **Insights and Feelings after doing EP:**

*“In order to foster a strong connection with the team, I will take the initiative to share aspects of my personal background, experiences, and values. By doing so, I aim to create an atmosphere of openness and trust, where team members feel comfortable sharing their own thoughts and ideas. Additionally, I will emphasize the interconnectedness of our business within the broader context of the Jardines and DFI group. This will help team members understand their role and impact as part of a larger entity, instilling a sense of belonging and purpose.*

*During discussions, I will address the challenges faced by our business head-on, acknowledging the difficulties we may encounter. By openly discussing these challenges, we can collectively brainstorm potential solutions and develop strategies to overcome them. I will emphasize that despite any recent restructures, there remains a clear focus and purpose for our team within the organization. This will ensure that team members understand that despite changes, our objectives and goals remain steadfast, fostering a sense of stability and direction.”*

## 3. Laminaa – Renault Car Manufacturer

Senior Executive

Website: <https://www.renaultgroup.com/en/>

### **Insights and Feelings after doing EP:**

*In his quest to establish a connection between his emotions and responsibilities, he yearns for a genuine and empathetic individual who shares similar concerns. He seeks someone with whom he can engage in a heartfelt discussion, where both parties can freely express their emotions and openly address their shared sense of responsibility. The desire for a supportive conversation stems from the need to delve deeper into these feelings and explore their implications in a profound and meaningful way. By engaging in such a dialogue, he hopes to gain valuable insights, perspectives, and possibly find solace in knowing that he is not alone in grappling with these emotions and responsibilities. This exchange will not only provide an outlet for self-reflection and emotional release but also offer an opportunity for mutual support and growth as they navigate their shared experiences.*

## 4. Paul Celerier

Campus Market, Founder <https://www.campus-market.com/>

Legendre French Construction Group, Senior Engineer <https://www.groupe-legendre.com/>

### **Insights and Feelings after doing EP:**

*The strength of his mental fortitude faces a rigorous examination in the face of operational issues and the company's failure to meet expectations. The gravity of this challenge is amplified by the fact that the company has been unable to pay yearly bonuses for the past two years due to its underperformance. Despite these setbacks, he harbors a deep sense of responsibility towards his colleagues, acknowledging their unwavering dedication and hard work amidst the company's lackluster performance.*

*The weight of this situation bears heavily on him, posing a substantial mental challenge. He finds himself grappling with the internal conflict of wanting to support and uplift his colleagues while also managing his own disappointment and frustration. This predicament tests his resilience, forcing him to navigate a delicate balance between empathy and personal well-being.*

*To confront this challenge, he seeks outlets for introspection, self-care, and seeking support from trusted confidants or mentors. By acknowledging the complexities of the situation and proactively addressing his mental state, he endeavors to maintain a sense of clarity, optimism, and emotional well-being. Through resilience and a focused mindset, he aims to navigate this difficult period, supporting his colleagues while also tending to his own mental health.*

## 5. Elsa Tosse

Campus Market, Founder <https://www.campus-market.com/>

Sia Group, Senior Engineer

### **Insights and Feelings after doing EP:**

*Maintaining a strong focus on current operations proves advantageous as it enables the efficient execution of tasks and objectives. With such emphasis, the team can effectively drive performance and work towards achieving desired outcomes. By consistently prioritizing and monitoring performance metrics, valuable insights can be gleaned, facilitating the identification of areas for improvement. This data-driven approach guides efforts in maximizing productivity and ultimately attaining success.*

*A strong focus on current operations empowers the team to stay proactive and responsive to evolving challenges and opportunities. It allows for timely adjustments and course corrections, ensuring that resources are allocated optimally to meet organizational goals. Moreover, by maintaining a diligent eye on performance metrics, patterns and trends can be observed, revealing potential bottlenecks or areas where efficiency can be enhanced.*

## 6. Dalanda Diallo - Credit Agricole

Senior manager, Training for IT executive

Website: <https://www.ca-cib.com/>

### **Insights and Feelings after doing EP:**

*Recognizing the value of a support system to discuss work challenges, the individual acknowledges the potential benefits it can offer. However, a lingering doubt arises, questioning whether seeking such support might be perceived as a sign of mental weakness. This internal conflict highlights the societal stigma and misconception surrounding seeking help, as it is often associated with vulnerability or inadequacy.*

*Understanding that no one person possesses all the answers, building a support network fosters collaboration, empathy, and resilience. It encourages the sharing of knowledge and experiences, creating an environment where individuals can collectively learn from each other's strengths and weaknesses. By embracing the concept of a support system, individuals can harness the power of collective wisdom, enriching their own skill set and contributing to a more supportive and inclusive work culture.*

## 7. Sarah Bonnefoix - BNP Bank

Legal Advisor

Website: <http://group.bnpparibas/en/>

### **Insights and Feelings after doing EP:**

*Engaging in the process of performing PISTA on the plane presents an ironic situation, as it becomes an experiential exercise in managing stress firsthand. The last-minute nature of this activity adds an extra element of living life on the edge, reflecting a familiar pattern. Amidst the turbulence encountered during the flight, it becomes crucial to prevent negative thoughts from overwhelming and instead focus on maintaining composure. A simple act of looking out the window and taking deep breaths serves as a grounding practice, helping to regain a sense of calm and perspective. The key lies in resisting the tendency to overthink and allowing oneself to embrace the present moment, trusting in one's ability to navigate through challenging situations with resilience.*

## 8. Francois Repis – Decathlon

Technical Director

Website: <http://www.decathlon.com/>

### **Insights and Feelings after doing EP:**

*His mental strength is put to the test when they encounter operational issues and when their company fails to meet expectations. The challenge becomes more significant when yearly bonuses have not been paid for the past two years due to the company's underperformance. They feel a sense of responsibility towards their colleagues, acknowledging their hard work despite the unfavorable results. They also become self-conscious about their colleagues' perception that senior management has made incorrect choices or strategic decisions, particularly when they notice that the main management team consists of foreigners. This situation adds an additional layer of pressure and challenges their mental resilience.*

## 9. Naravong Norodom - Prince of Cambodia

KHL Lim Group, Chairman

Website: <https://www.khlimgroup.com/>

### **Insights and Feelings after doing EP:**

*It is essential for the organization to shift its focus towards fostering a sales culture, which emphasizes proactive and strategic selling approaches. By doing so, the company can aim for improved sales performance and revenue generation. This can be achieved through initiatives such as sales training programs, incentivizing sales teams, and developing a customer-centric approach throughout the organization.*

*To facilitate the development of a sales culture, the company can implement various initiatives. Sales training programs can equip sales teams with the necessary skills, knowledge, and techniques to excel in their roles. These programs can cover a range of topics, including effective communication, negotiation strategies, and customer relationship management.*

*Incentivizing sales teams can also be a powerful motivator. By implementing reward systems, such as commission structures or performance-based bonuses, the organization encourages sales representatives to consistently strive for excellence. This helps create a competitive and results-driven environment that fosters continuous improvement.*

## 10. Isabelle KTZ - Clichy la Garenne City

Programme Director

### **Insights and Feelings after doing EP:**

*Although the person has demonstrated some success in assembling a team of talented individuals, they possess a tendency to offer opportunities without a comprehensive plan for supporting those individuals in case of failure. When faced with individuals who do not meet expectations, they often allow them to linger without addressing the issues or take the route of pushing them out altogether. While adept at identifying problems, their approach falls short when it comes to actively resolving these challenges. They have a tendency to offload responsibilities onto new individuals without always considering whether this approach will lead to the best possible outcome. It is important to acknowledge that this approach may have its limitations and may not consistently yield the desired results in terms of nurturing talent and achieving long-term success.*

## 11. Gina Frias - Eco2re, Founder

Designer of the year 2019, Cannes Film Festival

Website: <https://www.eco2re.com/>

### **Insights and Feelings after doing EP:**

*Drawing upon my extensive skill set, I excel in the art of stakeholder management, allowing me to effectively navigate the complex web of relationships that shape the organization. Through my natural ability to build strong and meaningful connections with stakeholders, I ensure their needs and concerns are duly acknowledged and addressed. By cultivating these relationships, I foster a sense of trust and collaboration, enabling smoother communication and alignment of objectives.*

*In addition to stakeholder management, my leadership abilities play a vital role in guiding the overall direction of the organization. With a firm grasp of the organizational landscape, I provide astute guidance and make well-informed decisions that steer us towards our collective goals. By harnessing my leadership acumen, I inspire and motivate teams, fostering an environment of shared purpose and dedication.*

*The combination of my expertise in stakeholder management and leadership positions me as a reliable and effective driver of organizational success. By leveraging my skill set, I ensure that stakeholder interests are aligned with organizational objectives, facilitating seamless collaboration and sustainable growth. Through my strategic vision and decisive actions, I propel the organization forward, navigating challenges and seizing opportunities to achieve our desired outcomes.*

## 12. Arthur Low - Ringspaan Singapore Ltd

Sales director

Website: <https://www.ringspaan.sg/>

### Insights and Feelings after doing EP:

*He holds a self-perception of being mentally strong and resilient, possessing the capacity to thrive under pressure and push his mind beyond its limits. Nevertheless, certain circumstances can present challenges that put his mental toughness to the test. Specifically, interactions with individuals who exhibit passive-aggressive behavior or harbor negative emotions can pose a significant challenge to his resilience. In such situations, it becomes essential for him to navigate these dynamics while maintaining his own emotional equilibrium.*

*Furthermore, he acknowledges experiencing moments of self-doubt when comparing his abilities to those of others or questioning his suitability for specific tasks. These instances momentarily chip away at his mental strength, making him question his own capabilities. Recognizing the importance of reinforcing positive self-talk, he actively works towards overcoming these doubts and cultivating a mindset rooted in self-belief and confidence.*

*By nurturing a mindset of mental strength and resilience, he strives to overcome these challenges, recognizing that they are opportunities for personal growth and development. Through introspection, self-reflection, and a commitment to positive self-talk, he endeavors to build his mental fortitude and confront future obstacles with greater confidence and clarity.*

## 13. Assange

GoCement, CEO, Founder - <https://gocement.com/>

Triputra Group (Indonesia), CEO, Founder - <https://www.triputra-group.com/>

### Insights and Feelings after doing EP (Open up to search top talents):

*He believes that regional expansion can be achieved with relative ease if given proper attention and dedicated individuals. However, they acknowledge that currently, regional expansion is not a priority for the organization. They emphasize the importance of incorporating regional expansion plans into the Strategy and Business Development area and integrating it into the company's roadmap. He recognizes the immense potential in Southeast Asia, as its market size surpasses that of India. They highlight the significant opportunities available in this region, particularly due to the high level of construction activities. Regarding YPO, he expresses a lack of confidence and a feeling that achieving YPO membership is still a distant goal. They express a desire to find ways to accelerate their progress in this regard.*

## McDonald's Training for Executive (France)

**McDonald's Executive Training in France during the winter season, from December to April, offers a 5-month intervention for 16 directors.** The directors reside in a chalet and engage in skiing activities with PISTA, a program aimed at developing self-confidence. The training includes group sessions where participants share their experiences related to meeting targets and managing staff. In the evenings, they utilize the PISTA device to improve their sleep patterns and generate reports.

The outcome of this training is remarkable. Participants experience:

- improved sleep
- enhanced ability to handle stress
- increased confidence
- reduced risk of burnout at work.

Furthermore, the executives incorporate skiing into their lives as a means of embracing challenges and finding enjoyment.

The McDonald's Executive Training in France provides a unique opportunity for directors to combine physical activities, such as skiing, with personal and professional development. By fostering self-confidence, stress management, and overall well-being, the program equips executives with valuable skills that can positively impact their performance and satisfaction in the workplace.