

**Remix** Develop leaders.  
Align teams.  
Evolve cultures.

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Align Teams.  
Evolve Cultures.**

**Approach and Services**



# Develop leaders

## Remix your leaders' capabilities and behaviors to lead more effectively through:

- Individual or group coaching
- Assessments for emotional intelligence and conversational intelligence
- Development journeys that are:
  - Self-led on our [Remix Lab](#)
  - Facilitated in-person or virtually
  - Hybrid
- Experiences and bootcamps with:
  - Minimal theory and more grounded in practical terms
  - Maximized time to practice and learn from others
  - Diverse learning styles accounted for
- Toolkits for further learning, reflection, and action planning



## Topics include:

- Leading with empathy
- Driving innovation
- Coaching skills
- Feedback and tough talks
- Handling conflict
- Building trust
- Inclusive leadership
- Managing transitions
- Communicating across cultures
- First-time manager programs

# Align teams

Remix the dynamics of teams to be more aligned and high performing during:

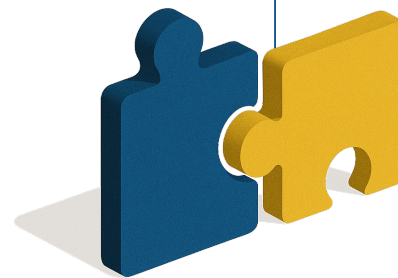
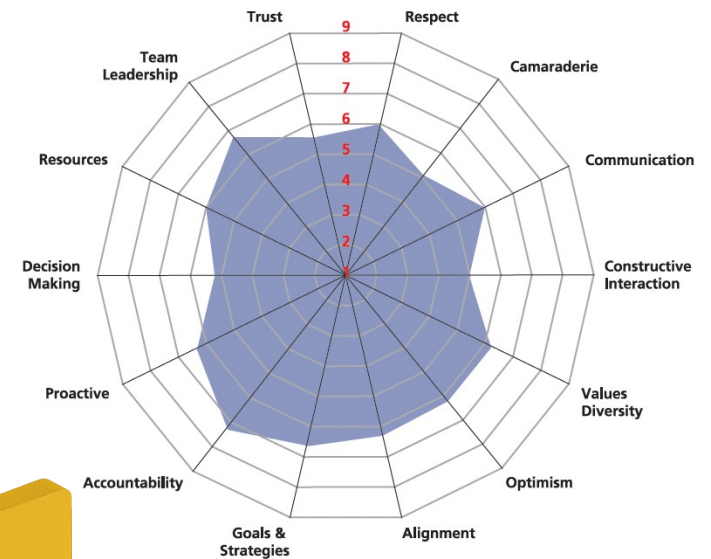
## Team Remix Journey:

- Team completes the online Team Diagnostic™ (TDA) to assess their levels of positivity and productivity
- TDA results are reviewed in a workshop, improvement areas are prioritized, and action plans are created
- Team coaching sessions follow to further discuss issues and commit to further actions
- Mini bootcamps can be included to develop specific capabilities or shift behaviors
- At the journey's end, the TDA is repeated and debriefed to track the impact and focus future development

## Team Offsite:

- A dedicated session to explore current dynamics, align on a shared future vision, and the steps needed to achieve it.

## TDA results:



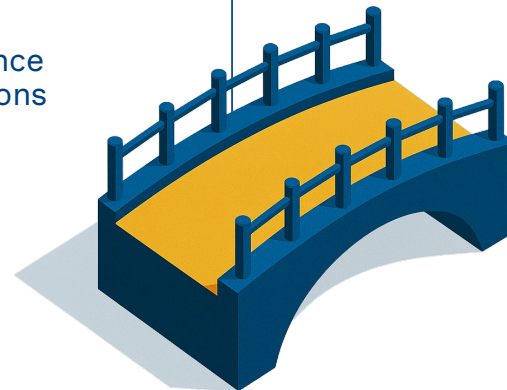
# Evolve cultures

## Remix your culture to authentically inspire, engage and drive stronger results, through:

- Defining or revising your organizational values, behaviors, and purpose
- Assessing your current culture and defining your desired culture and the strategy to achieve it
- Leveraging a Culture Crew to partner with your senior leadership to develop and execute culture change initiatives
- Enabling leaders and employees to be culture champions
- Embedding your culture authentically into your people experience journeys (hiring, onboarding, performance and career discussions and decisions, and exiting), practices and policies
- Evaluating the shifts that have been created to inform the next phase of your culture evolution

## Roles we can play:

- Whether you need us to advise on strategy, coach your project team, or lead the work alongside you, we adapt to fit your needs.



# How we do it



## Coaching

- Individual coaching
- Group coaching
- Team coaching



## Advising

- Strategy development
- Change journeys



## Designing

- Experiences
- Resources and tools



## Facilitating

- Development sessions
- Team offsites
- Events

# About Remix

Remix Coaching was founded in 2018, in Amsterdam, to bring an integrated and systemic approach to solving clients' talent and culture needs. Remix is a certified LGBTIQ-owned business by the EGLCC. In 2020, HR Magazine rated us as one of the top consulting/service companies in Europe for Employee Engagement.

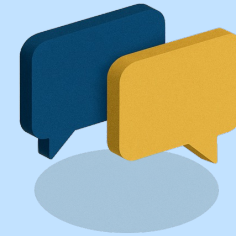
Remix has partnered with these and other clients:



## Ty Jernstedt

The founder, Ty Jernstedt, has over 30 years of experience in leadership and team development, EX, I&D, culture change, employee engagement, international marketing and communications.

Originally from the US, Ty has also worked in Japan, Australia, Hong Kong, Germany and The Netherlands in global, regional, and local roles. After graduating from Duke University and getting an MBA from the International University of Japan, he's proud to have worked at Mizuno, Nike, Zalando, and other companies before starting Remix.



**Let's partner  
together to deliver  
your needed remix.**

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