

# hygge

## *Team Development*



## **Enrich your stay with team development**

At Verblijf bij Hygge, everything revolves around calm, attention, and togetherness. It is the perfect setting to pause and reflect on how you work together as a team. During your stay, I invite you to consciously use this space: to take an honest look at what is going on, to treat each other with kindness, and to take responsibility for what can be improved.

With humor, sharp insight, and experiential methods, we make patterns visible and translate insights directly into your day-to-day practice.

It's not just about the visible patterns, but above all about the needs that lie beneath them. In this way, your stay becomes not only relaxing, but also meaningful: an investment in collaboration, trust, and results.

Choose how you would like to shape your programme, guided by Marieke Boonen: 'Van binnenuit ontwikkelen - training and coaching'.

# 1

## Start with a team meeting observation

### How it works:

- **Observation** of a team meeting, followed by a short debrief with the team (what stood out, what do you recognise?).
- **Team analysis** based on theoretical models that provide insight into your interaction patterns. We don't only look at observable behaviour, but also explore the information that is present "from the inside out".
- Based on this analysis, **I design a bespoke training programme** for day two, fully aligned with your goals and real-life cases.
- You gain **insight into the origins** of your behaviour and are immediately given the opportunity to practise **new, more effective behaviour**.

# 2

## Team development trainings

### A. Communicating from the inside out: insight into what's really going on

Curious what happens when your communication becomes not only smoother, but also more honest and conscious? In this training, we explore what is happening beneath the surface of your conversations.

Using **Transactional Analysis (TA)**, we look at the dynamics behind words and behaviour: which beliefs, emotions, or automatic patterns are steering your interactions? By making these visible together, mutual understanding grows—along with the effectiveness of your collaboration.

### What you can expect:

- Insight into unconscious communication patterns and underlying drivers.
- Experiential exercises based on recognisable situations from your own practice.
- Short, accessible theory directly linked to practical application.
- Space to express needs and practise new ways of communicating.

## **B. Feedback: the power of recognition in teams**

Feedback only truly works when the unspoken rules and underlying needs within a team become visible—such as the need for recognition, safety, influence, or connection. In this training, we don't focus on the rules of "how to give good feedback", but on what a team needs in order to do this together.

Using insights from Transactional Analysis (TA) on **strokes** (units of recognition), you will discover what truly works within your team.

### **What you can expect:**

- Exploration of the underlying needs that influence feedback.
- Awareness of unspoken rules and recurring patterns within your team.
- Practical tools and exercises to give and receive recognition and feedback in a natural way.

## **C. Discover talent profiles with OTM or behavioural styles with DISC**

Would you like more insight into each other's strengths, preferences, and ways of collaborating? Using Online Talent Manager (OTM) or **DISC**, we map individual talents and behavioural styles and translate these directly into your daily practice.

This makes it clear how each person contributes from their own strengths—and where collaboration can be further improved.

### **What you can expect:**

- Individual profiles offering insight into talents, drivers, and communication styles.
- A team analysis showing how you complement one another and where growth opportunities lie.

## **D. Meetings with impact**

Sound familiar? Meetings that seem to go on endlessly, get lost in details, or where not everyone feels heard.

In this session, we observe one of your meetings and jointly analyse how you communicate and collaborate. Using models from **Transactional Analysis**, we identify patterns that hinder effectiveness as well as those that strengthen it. We look not only at visible behaviour, but also at what is happening from the inside out: the beliefs, emotions, and unspoken signals that influence the meeting dynamics.

### **What you can expect:**

- Observation of a team meeting with immediate feedback.
- Insight into unconscious patterns and the underlying dynamics of communication.
- Practical exercises to explore and apply new behaviour.
- Tools for shorter, more focused, and more energising meetings.

# 3

## Tailored team development

Not quite sure yet what your team needs?

In a no-obligation introductory conversation, we explore together where your team currently stands and what development you want to achieve. During a half-day or full-day team session, we focus specifically on your challenge. The content is tailored to your goals and real-life practice.

I use theoretical models to create clarity and translate them directly into what is happening in your day-to-day collaboration.

**Outcome:** lasting language and tools, visible connection, and practical guidance that moves your team forward together.

If there is a need for more, we can design a custom **in-company follow-up programme** that builds on the progress you have already made.

### And now?

Curious what this could mean for your team during your stay at Verblijf bij Hygge? Let's have a brief discussion to explore what's happening and which programme fits best. Together, we can create an experiential session that does exactly what's needed—human, effective, and enjoyable.

**Interested? In just half an hour, we can explore what suits your team—completely obligation-free.**



**Let's get in touch**



## Developing from the inside out: Who am I?

### Marieke Boonen, Trainer and Team Coach

[Marieke Boonen](#) | [LinkedIn](#)

My passion for human behaviour began during my studies in Pedagogy. What makes us do what we do? How do we influence each other—often unconsciously? And how do we build the resilience to face challenges?

With genuine curiosity, I listen to what is left unsaid, which allows me to truly understand others. My guidance is successful when people experience influence and agency, taking small actions that create a big impact.

With attention, humour, and insight, I invite you to look honestly at your work, be kind to one another, and take responsibility. It is in this combination that true inside-out growth happens.

I slow things down when they're moving too fast, ask questions when things get stuck, and pay close attention to whatever emerges. Don't expect ready-made answers from me. I work with what is present, even when it feels uncomfortable or silence arises.

### Mission

*"The most beautiful thing you can become is yourself."*

This is a message I wish not only for my daughter, but also for the teams I work with.

Teams function best when people feel seen, heard, and safe to be themselves. In such an environment, differences can be discussed openly, and the team can learn from both successes and challenges. I help teams strengthen this foundation by focusing on open communication, psychological safety, and ownership.

**Transactional Analysis** forms the basis of my approach: a clear and practical theory that provides insight into what happens between people and how collaboration can become more natural and effective.



### What is Transactional Analysis (TA)?

In simple terms, Transactional Analysis (TA) is a theory about personality, communication, and change. The foundation of thinking and acting from a TA perspective is a belief in people's self-responsibility and their capacity for self-direction.

TA provides a practical and clear framework that is easy for anyone to understand. It is a model that makes the complexity and depth of yourself, your relationships, and the groups and organizations in which you live and work manageable and actionable.

(TA Academy, 2025)

## **OFFER 1: TEAM MEETING ANALYSIS + CUSTOM TRAINING**

### **UP TO 15 PARTICIPANTS**

#### **Half-day 1: Team Analysis Meeting**

**€825,- (excl. VAT)**

3 hours (including a short break)

#### **Half-day 2: Customized Training**

**€985,- (excl. VAT)**

3 hours (including a short break)

*Includes preparation, delivery, and evaluation*

**Total: €1.810,- (excl. VAT)**

**Number of trainer(s): 1 trainer**

### **15 TO 30 PARTICIPANTS**

#### **Half-day 1: Team Analysis Meeting**

**€1.650,- (excl. VAT)**

3 hours (including a short break)

#### **Half-day 2: Customized Training**

**€1.970,- (excl. VAT)**

3 hours (including a short break)

*Includes preparation, delivery, and evaluation*

**Total: €3.620,- (excl. VAT)**

**Number of trainer(s): 2 trainers**

### **30 TO 45 PARTICIPANTS**

#### **Half-day 1: Team Analysis Meeting**

**€2.475,- (excl. VAT)**

3 hours (including a short break)

#### **Half-day 2: Customized Training**

**€2.955,- (excl. VAT)**

3 hours (including a short break)

*Includes preparation, delivery, and evaluation*

**Total: €5.430,- (excl. VAT)**

**Number of trainer(s): 3 trainers**

## **OFFER 2: TRAININGS A–D**

### **UP TO 15 PARTICIPANTS**

**€825,- (excl. VAT) per half-day**

**Number of trainer(s): 1 trainer**

Includes preparation, delivery, and evaluation  
3 hours (including a short break)

### **15 TO 30 PARTICIPANTS**

**€1.650,- (excl. VAT) per half-day**

**Number of trainer(s): 2 trainers**

Includes preparation, delivery, and evaluation  
3 hours (including a short break)

### **30 TO 45 PARTICIPANTS**

**€2.475,- (excl. VAT) per half-day**

**Number of trainer(s): 3 trainers**

Includes preparation, delivery, and evaluation  
3 hours (including a short break)

## OFFER 3: CUSTOM TEAM DEVELOPMENT

### UP TO 15 PARTICIPANTS

#### Half-day

**€985,- (excl. VAT)**

**Number of trainer(s): 1 trainer**

Includes preparation, delivery, and evaluation

3 hours (including a short break)

#### Full day

**€1.750,- (excl. VAT)**

**Number of trainer(s): 1 trainer**

Includes preparation, delivery, and evaluation

6 hours (including short breaks, excluding lunch break)

### 15 TO 30 PARTICIPANTS

#### Half-day

**€1.970,- (excl. VAT)**

**Number of trainer(s): 2 trainers**

Includes preparation, delivery, and evaluation

3 hours (including a short break)

#### Full day

**€3.500,- (excl. VAT)**

**Number of trainer(s): 2 trainers**

Includes preparation, delivery, and evaluation

6 hours (including short breaks, excluding lunch break)

### 30 TO 45 PARTICIPANTS

#### Half-day

**€2.955,- (excl. VAT)**

**Number of trainer(s): 3 trainers**

Includes preparation, delivery, and evaluation

3 hours (including a short break)

#### Full day

**€5.250,- (excl. VAT)**

**Number of trainer(s): 3 trainers**

Includes preparation, delivery, and evaluation

6 hours (including short breaks, excluding lunch break)



## **Additional Information:**

- The costs for individual profiles (OTM/DISC) will be charged separately to the client.
- VAT exemption for education: Professional training is exempt from VAT if it is legally recognized under the WEB or WHW framework. I am registered as a CRKBO instructor: [www.crkbo.nl](http://www.crkbo.nl).
- Invoicing will take place after the activity and on a monthly basis.
- Travel expenses: €0,45 per kilometer.
- Costs for accommodation and participant catering are handled via Verblijf bij Hygge.
- The general terms and conditions of Van Binnenuit Ontwikkelen apply to the execution of the activities. These will be provided together with the received quotation.

## **Cancellation Policy**

- 25% of the agreed amount as a cancellation fee for cancellations made within two weeks before the start of the scheduled activity.
- 50% of the agreed amount as a cancellation fee for cancellations made within 48 hours before the start of the scheduled activity.
- 100% of the agreed amount as a cancellation fee for cancellations on the day of the scheduled activity.