

	Relationship manager - Banking	Legal Counsel - Banking	Manager - Banking (1)	Change Manager - Banking	Coaching - Tennis
1. What do you value most?	I like our company's 4 values as well as our business principles. I also always like to remember the first business principle which says: "we are the heart of our organization", completing this principle by adding... "Our organization should be in our heart!"	Passion. Perfection. Intelligence. Inspiration. Courage. The senses and the emotional.	Integrity	Having a job in which I have activities, responsibilities and challenges that are close to my core, as well as colleagues that energize and challenge me, and make me smile on a regular basis.	Actually I value universally accepted principles but honesty and fairness are on top of my list.
2. What beliefs do you hold as a high achiever?	Trust people, self confidence	I believe that nothing is a given. This is from a French proverbial wisdom: 'rien n'est acquis'.	Celebrate achievements, then focus on the next challenge	Be yourself, honest, transparent, look for challenges, and try to stretch yourself but take a step back on a regular basis.	I believe that everybody owes it to himself to develop his God-given talents to the utmost and has the responsibility to improve his being for the benefit of others.
3. What do you do to upgrade your own knowledge?	Perseverance, constant application, specific training courses, sharing experiences with colleagues of other banks	I try to learn, learn & never forget to learn. I try to be receptive & open. I look at others.	Interact with other professionals	I read articles and books, surf the internet and talk to (more senior) people.	Lots of reading, visiting the net, talking to people and daily awareness of improving oneself.
4. What is a great example of when you think you performed at your peak?	When I see my people working motivated and passionate! Furthermore client satisfaction = recognition of our good job!	As early as in my undergraduate days I participated in a moot court competition & won as the best orator.	Whenever I receive spontaneous positive feedback about my performance	When facilitating a workshop with a difficult (i.e. having their own views, inflexible, bad listeners) group of people who were extremely happy with the outcome of the meeting.	In hindsight setting up programs in Austria and Holland that produced two grand slam winners for the first time in those countries tennis history

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5. Who or what was your major source of inspiration to succeed?	Self confidence; I'm introverted; therefore I mainly find/get the energy out of myself!	'What' rather than 'who'. The challenge of combining the intellectual with wit & panache. The sheer fun of the spoken argument and orating. An experience that involves the 'fusion' of body & mind.	Ambition, determination, self confidence. By the way it often is the lack of the latter that makes me fail.	I can be inspired by many different people, mainly. But they can be the CEO of the company to a cleaner doing his/her job with great pride and dignity.	My parents and the Surinamese community.
6. What has been your greatest challenge while you were becoming a high achiever?	Leading a group, never forget to sometime stop running, look behind and make sure that everybody is following!	Concentration. Staying the course. Not let disappointment and disillusion come in the way. This I find continuously difficult, particularly at the present 'stage' of life & career.	Overcoming limiting beliefs	The realization that I can be a high achiever.	Place my career in perspective with family-life
7. What opportunities have been created by your success?	Upgrading, promoting other staff, ensuring that people is receiving the necessary motivation	Too many. Sometimes the 'opportunities' take the guise of 'temptations'. Here, one does well to heed the biblical warning! I cannot boast having done well in this respect.	The next (higher) challenge	Recognition and possibilities for new (interesting) jobs.	I would think that in Holland my success helped to change the image of Surinam descendents. Since my tenure as technical-director of the royal Netherlands tennis association at least three other coaches with roots from Surinam headed national associations.(soccer, judo and basketball)

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8. What has been your greatest reward from your profession?	Trust received from clients as well as from some of my bosses and colleagues	Recognition.	Satisfaction and seeing people grow,	The realization how much I am capable of.	The fact that the athletes I worked with are also successful human beings and the warm relationship we still have.
9. What techniques do you find most effective to deal with stress?	Enjoying free time with my family and friends; trekking on our beautiful mountains, fishing and doing a lot of sports together with my kids/friends"!	'Face the music' is by far the best technique I know. Attack whatever challenges there are head-on. My experience teaches me that I can do more than I think. 1.	Try to avoid it, and if it hits "deal with the underlying problem" immediately.	Sports. Work out	Breathing exercises, progressive relaxation and thought control
10.How do you decide what is a good investment of your time and energy?	Based on my past experiences and also thanks to a sound critical self assessment.	Honestly I am driven by interest & curiosity.	When others of I walk away in better mood than before	An input-output analysis. I have a reasonable clear picture of how much energy most activities take (and how much energy I have), based on that estimation I decide.	Certain things have priorities and of course in my case anything that concerns the athlete is seen as an excellent investment of my time and energy

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11.How does physical energy management contribute to your quality of life?	Crucial; as I said before, I'm doing a lot of sports and I personally think that a good physical shape is synonymous of good performances in our job as well as in our life in general.	If I did a lot better on this, I know I would & could contribute a lot more. I am thoroughly convinced of the importance of the 'physical'. I am almost convinced that, no matter how much we tend to 'rationalize', all is - in the end - physical. We are hedonists & hedonism is primarily physical & material.	Being in better shape helps me to feel good about myself, which in turn helps me to achieve. The obviously increased energy levels make my performance more durable and sustainable	Extremely important, as stated above I know reasonably well how much energy I have to spare (or have left).	Being in this profession requires physical fitness if I don't move there is always a sense of guilt.
12.What specific thinking tools you rely on to make critical decisions?	Sharing concerns/ideas with my "key staff".	I think I should say: intelligence. I have learnt to trust & enjoy my intelligence. This does have risks though. I tend to be ill-disciplined.	Mind mapping, brainstorming, six thinking hats (especially the black one),	I put myself in other people's position. Make an energy analysis. Use sporting moments to compare with the way I handled then. Reflect on a regular basis.	Before making critical decisions I collect facts, analyze these and come up with several solutions and finally pray and then chose one with foreseeable consequences.
13.What impact has disciplined or systematic training had on you as a person?	I learned a lot from my past sport experiences in a football team; teamwork, organization and above all suffering, working hard andNever giving up!	Enormous. Nonetheless, the curious and the intelligent will always learn & always succeed, no matter whether they're formally trained or not. Intelligence is something you smell & see!	Healthy self confidence, constant comparison with peers, regular input with fresh ideas.	A lot, it made me realize that structure and routines help me to free energy at moments that I need it most.	It made me feel at ease because I was raised in a very strict and structured society.

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14.How would describe your life's mission in one sentence?	Live in peace, respect people and committed to enjoy my life!	Over the most recent period my life's mission has changed a lot. I'm trying to refine 'it', or find a new mission as we speak. This is all related to matters of the heart. I suppose my main mission now is to make my children happy. .	Live it and enjoy	La vida es un carnaval.	Making the best out of every situation while shooting for the top.
15.What's different about you now, compared to when you started?	My age that's for sure!! Experiences give me the necessary wisdom and allow me now to better manage my impulses and passion!	Everything is different. I have had to, & am, facing disappointment & trying to deal with it. I had no such experience for a long time in life. Perhaps, looking back on it, for too long	I know my self better and I realize there is an indefinite need to continue the exploration	Higher energy level, more confidence, more willing to take up challenges, more leading people. distance	Experience in success and failure have molded me into a confident camper.
16.To what extent were your expectations about your success met?	I'm positively "surprised" and happy! Also because my success means also success for other people as well!	Difficult to answer since my expectations about success have never been very concrete. .	That extend will never go over 80 - 90%, because I focus on the net level when I get there	I am not done yet and still can (and have to) go some	My expectations about success are satisfied, but that success can also complicate matters was new to me.
17.What is your major contribution to your industry?	Standing and solid results following our values and principles, motivation of my staff and last but not least client satisfaction!	Inspiration and enthusiasm. Brain & wit	Making others grow and make all decisions based on integrity	Not to the industry (yet), but within the company more emphasis on people and respect for each other.	That any program which puts players first can produce unbelievable results. With putting players first I mean developing the individual in all aspects.

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18.What advice can you give to people wanting to perform at their peak?	A very simple one: "the miracle is this: the more we share, the more we have!"	Risk. Take risk. Never doubt yourself. Be passionate about what you do & what you want. Go for your dreams. Don't hold back. Don't be afraid. Take the plunge when you know you must. Live your life to the full. Don't waist the opportunities that are worth your while. Love without restriction. Enjoy life.	Believe you can do, see yourself do it, tell other you are going to do it (leverage) and never stop trying.	Be honest to yourself (and others), take time to reflect and recharge. Respect yourself and other people.	Develop a philosophy of life where all aspects are considered.