

## Ymkje Leijstra

*helps strengthen inclusive leadership for organizations in change*

Ymkje is called dr. different for a reason. She was trained as a corporate anthropologist and social scientist and gained professional experience with several transitions as a manager. Her first hand experiences due to her personal transition as a visually impaired person make her exceptional. It's this unique combination of her anthropological point of view, her management skills and the experience of going blind that stimulated Ymkje to study the world of transition, leadership and inclusion.

We live in a world of permanent change where diversity grows: Variety in personalities, different generations working together, diversity between departments, between organizations or countries collaborating. Diversity empowers innovation and growth and can even lead to better results at the same time. Inclusion can be hard work though and being different is sometimes uncomfortable. Ymkje helps strengthen inclusive leadership in organizations in change. What being different taught her, is that inclusion is about everyone, but it starts with yourself. Ymkje travels with leaders dealing with change in times of growing differences.

Ymkje introduces you to the world of deep democracy, systemic transition management and inclusive leadership. She uses her transition as a visually impaired person to illustrate how change works in organizations and how inclusive leadership can contribute. Inclusive leadership is something you can learn, with honest conversations, good conflicts and comprehensive decision making.

Ymkje moves and inspires. Expect deeply philosophical and highly practical. She likes to work interactively, poses curious questions and unravels complicated patterns, mirrors you, shares incongruencies that stand in the way of change. She provides practical methods for stress free implementations.

### **About Ymkje**

Ymkje has a condition called retinitis pigmentosa. She knew from an early age that she would lose most of her eyesight one day. This gave her a seize the day mentality. She traveled the world, got two degrees, made a career in the police force and started her own company: 'Leiderschapsreiziger' (Leadership traveler) to empower organizations. She was a shop manager in the travel industry, researcher for the government, strategic analyst, consultant and trainer in group dynamics and leadership in the safety domain. She believes the combination of mental and physical challenges and working in natural settings helps people grow. As a leadership traveler, her services include leadership travel, consultancy, leadership training and workshops, as well as speeches.

### **Ymkje talks (inclusion, inclusion & diversity & equity, inclusive leadership, empowerment, resilience).**

Ymkje talks about what her transition as a visually impaired person taught her about how change works, about what being different taught her about inclusion and equity and about resilience and empowerment and how inclusive leadership helps.

Book Ymkje for a powerful 15 minute talk, a inspirational 60 minute keynote or an interactive 150 minute masterclass