

# MINDSONAR ME

*International MindSonar Community Newsletter*



## WORDS FROM JAAP

*Hi Everybody!*

*And again bombing, rockets, slaughter. This time in Israel. With Ukraine still going on at the same time. If only I knew how to change this. What I do know, is that it's is very, very much what I don't want. Extreme mismatching. A strong away from. And reactive: lots of thinking. Focus on the present. Pretty useless.*

*One thing I learned with MindSonar: If you don't like your response, turn the meta programs around. Mismatching > Matching. Away from > Toward. Reactive> Proactive. Present > Future. What is going well, in spite of everything? Where do I want it to go? Let's look at a better future. Let's do something.*

*Because you are so much more!  
Jaap Hollander, MindSonar founder*



## MINDSONAR NEWS HIGHLIGHTS

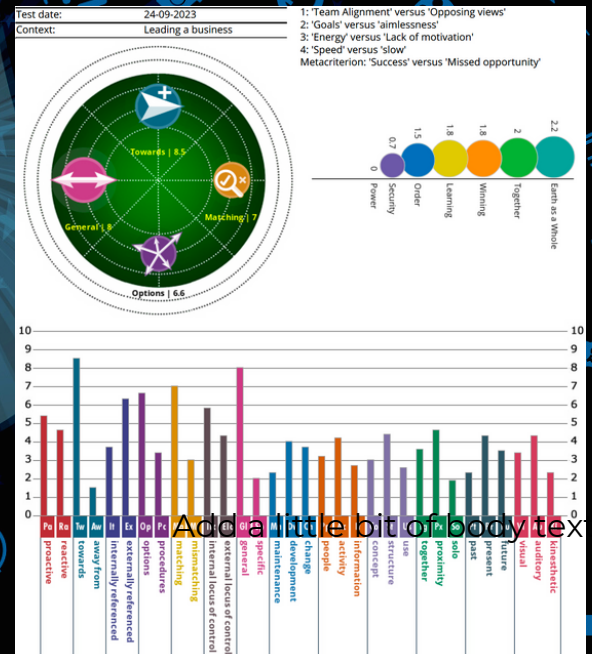
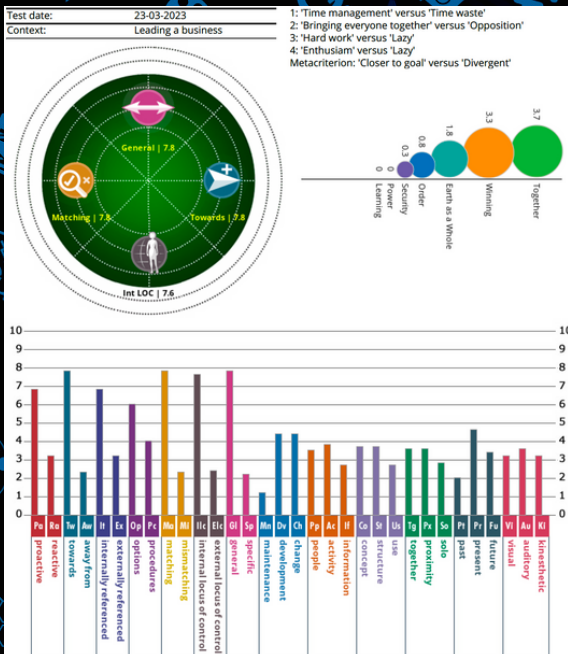
If you haven't already, sign up for the MindSonar International WhatsApp group. Lively discussions have been [going on](#).

Some respondents have trouble with the triangle interface (three-sided meta programs). MindSonar Development has started inventarising options for a new interface.

In the Netherlands, we are looking to integrate a MindSonar Certification training in the NLP Master practitioner training.

UK MindSonar workshops for MDs and HR professionals: How to create high-performing teams 27th October and Effective Recruitment 24th November. More [here](#)

## CEO WHO WANTED TO GROW THE BUSINESS AND UNDERSTAND THE TEAM, AFTER SIX COACHING SESSIONS WHAT DO YOU SEE ?



## MINDSONAR PROFESSIONALS GLOBALLY



### Meet Cathy Figueroa

Cathy Figueroa, CMP, CCBP, has more than 15 years of experience in Human Resources in the Hospitality Industry. She is a certified coach and a leader who is passionate about developing the talent of those who want to improve and empower themselves as leaders in their professional careers. In addition, her spirit of service and her ability to relate to others position her as a trusted professional in this market.

In her dual capacity as a Talent Development Manager for a company overseeing hotels, casinos, and restaurants and for her Human Resources Consulting business at Cathy Figueroa HR Consultancy, she consistently integrates MindSonar into her approaches.

At Cathy Figueroa's HR Consultancy, coaching and mentoring are fundamental components of the services she provides. A key technique she employs is utilising MindSonar in life coaching sessions. To find out more meet Cathey [here](#)



## RECOGNIZING MINDSET



Emmerson Dambudzo Mnangagwa, President of Zimbabwe gave a talk on a government programme called Pfumbudza, loosely translated 'turn on'

If you dig 52 holes in one direction and 19 holes in the other direction, you fill each hole with seeds and nutrients. Each row of 19 gives enough food for one household for one week, so with 52 rows, you have food security for a year.

His style when selling an idea is **process** and **structure** gain **results** and **security**.

## Article RECRUIT, RETAIN, RETRAIN

By Ian Clarke

In today's dynamic work environment, the focus extends beyond mere recruitment logistics. It's about securing the right talent at the right time, equipped with the requisite skills.

However, there's an additional layer: the imperative to streamline costs and embrace diversity. One solution lies in acknowledging what often escapes our notice—our thought processes. Our thinking patterns intricately shape our behaviour and responses to specific roles. Understanding how we think, along with our values, forms the linchpin for aligning expectations with the purpose of a role.

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