

BROCHURE



*Preventive coaching for
sustainable employability*

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01

CONTEXT

“ What employees are going through affects the organization. ”

An organisation is built on people. What employees experience therefore inevitably has an impact on the organisation as a whole. Investing in employees means not just reacting when problems arise, but consciously creating the space to spot warning signs at an earlier stage and provide employees with timely support.

Don't wait until a problem arises

What begins for an employee as stress, uncertainty or a lack of fulfilment is rarely entirely unrelated to the working environment. When such signs go unaddressed for a prolonged period, they can lead to reduced engagement, lowered motivation, long-term absence or, ultimately, even resignation.

The figures show just how important these early warning signs are.

Research shows, for example, that:

13%

of Belgian employees fear they may be unable to work within the next six months due to a mental health problem.

43%

of Belgian employees experience stress during the working day.

8,09%

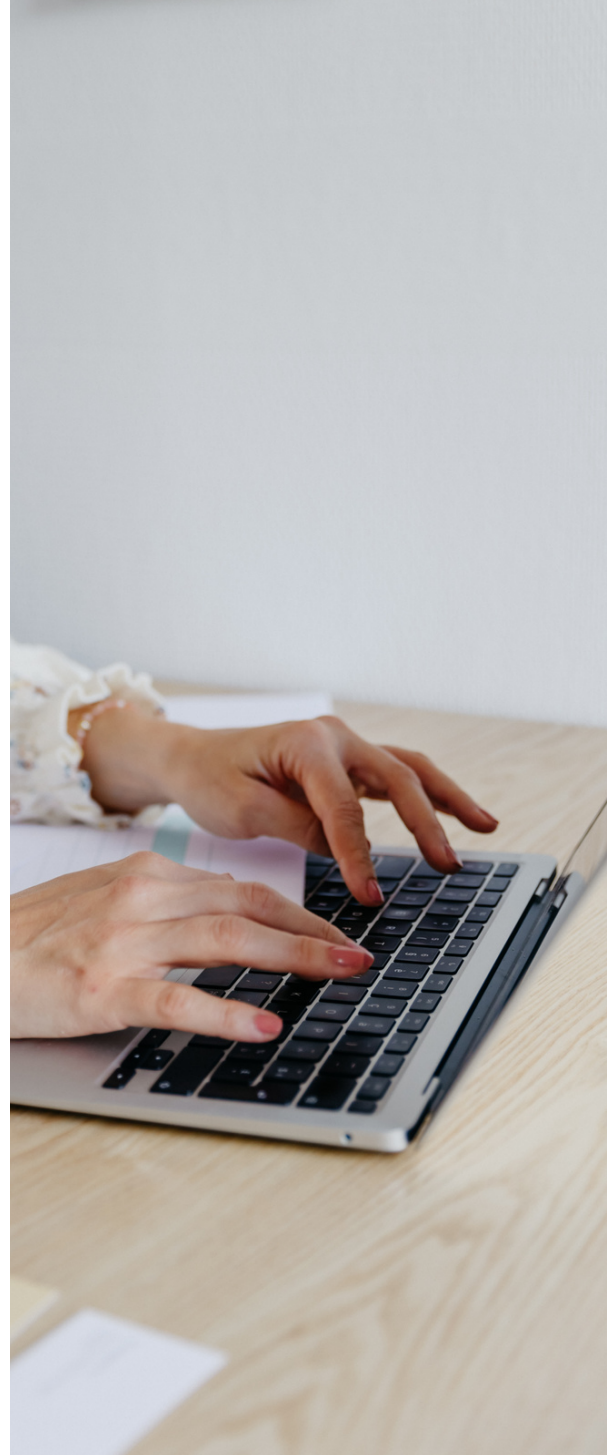
was the average sickness absence rate in Belgium in 2025. This means that, of all the scheduled working hours in a given period, an average of 8.09 per cent were not worked due to illness.

Sources: IDEWE (RAPS, 2,642 respondents, 2021–2024); Gallup, State of the Global Workplace 2026; Securex, absenteeism 2025

What does this mean for your organisation?

Not every employee who experiences stress will drop out. Not every employee who has doubts about their career will leave. But the sooner warning signs are recognised and discussed, the more room there is to make adjustments.

An employee who is feeling uncertain today may regain a sense of perspective tomorrow. An employee who recognises signs of burnout today can take timely action. An organisation that offers their staff an accessible space to discuss these issues can prevent a problem from arising or escalating.



“ So the question is not whether wellbeing, motivation and career issues have an impact on your organisation. The question is how early you are prepared to take action on them. ”



02

WHY AN EXTERNAL COACH?

Employees who are struggling with something do not always turn to HR or their manager, and they have their reasons for this. An external coach provides an independent, confidential space that does make that conversation possible. And a coach who also understands the workplace can go even further.



Why an external coach?

Not every employee feels free to speak openly within the organisation about what is really going on. Doubts about their current job, uncertainty about the future, stress or burnout, a lack of motivation...

Employees may sometimes feel reluctant to discuss these issues with their line manager or HR. What will they think? Will this affect my performance review? Can I really speak freely here? An external coach creates an independent and confidential space where that conversation can take place.

A coach who understands both the individual and the work context.

I combine my background as an occupational and organisational psychologist, my training as a certified coach and 10 years' experience in HR and the business world.

As a result, I don't just look at what an employee is experiencing, but I also understand the context in which that person works: an organisation's expectations, the role of managers, performance and appraisal reviews, career progression opportunities and the reality of the workplace.

I listen without judgement, help employees gain clarity and work with them to explore what is feasible. In this way, I combine the reassurance of an external coach with an understanding of the world in which employees operate every day.



03

WHAT I DO

Organisations sometimes only take action when employees fall ill or resign. I offer an accessible, confidential space where employees can reflect on stress, workload, motivation and their careers much earlier on. This enables organisations to identify potential problems sooner and support employees before they escalate.

What can employees discuss with me?

My coaching creates a safe space where employees can reflect on what is going on today and, above all, on what they themselves can change, strengthen or set in motion.

1. Career & motivation

For employees who...

- feel less motivated or fulfilled
- wish to progress to a specific role
- are facing a career choice or change
- want to make better use of their talents
- want to regain a sense of perspective and ownership



2. Stress & wellbeing

For employees who..

- are experiencing increasing work pressure, stress or signs of burn-out
- are looking for a better work-life balance and more energy
- want to take a proactive approach to their wellbeing
- want to prevent their symptoms from getting any worse

In-house coaching

Individual career and stress counselling



What is it?

An external coach who is available at the office on an ad hoc or regular basis, and to whom employees can turn in confidence with questions about their career, motivation, stress and wellbeing.

The goal

The aim of this coaching is to support employees before doubts, stress or burnout become a problem for the organisation. For companies, this contributes to long-term employability and helps retain motivated staff.

Practical information:

- Ad hoc or structural collaboration
- 1 hour per coaching session
- Up to 7 individual sessions per day

The target group and the sign-up process are determined in consultation with the employer.

The employer receives a report on the general trends emerging from the discussions.

Info session or workshop

Prevention of stress and burn-out



What is it?

An info session or workshop in which employees and managers learn to recognise negative stress and signs of burnout at an early stage, and discover how they can take preventative action.

The goal

The aim of this session is to raise awareness, open up a dialogue on wellbeing, and provide staff and managers with practical guidance.

Topics:

- What is the difference between stress, overload and burnout?
- What physical, mental and behavioural signs indicate overload?
- What are my personal sources of stress?
- Which factors can I influence myself?
- What steps can you take as a manager?
- What small changes can make a difference today?

Practical information

- Recommended duration: 2 to 3 hours
- The size of the group depends on the format and is determined in consultation with the client.

Employee survey

Finding out what's on people's minds first?



What is it?

An employee survey provides your organisation with insight into how employees view their wellbeing, motivation, future within and/or the company's continued growth. Through one-to-one interviews, I gather feedback from employees, giving you a clear picture of what is going on within your organisation.

The goal

The aim is to highlight strengths, areas for improvement, ambitions and potential opportunities for growth. This will give you an insight not only into what is going well, but also into areas where adjustments or additional support may be needed. Where relevant, I will translate the findings into specific action points, so that the survey serves as a starting point for taking targeted action.

Practical information

The approach is tailored to your organisation. The input gathered is processed confidentially and fed back to the employer.

This service can be used either on its own or in combination with in-house coaching.



04

THE OUTCOME

Preventive coaching helps organisations to recognise warning signs at an earlier stage and to provide timely support to their employees. It creates a space in which concerns, doubts and motivation can be discussed before they lead to absenteeism or staff leaving.

HOW DOES THIS BENEFIT YOUR ORGANISATION?

Preventive coaching is not a guarantee that staff will never burn out or leave. However, it does create more room to recognize warning signs at an earlier stage, have discussions and support employees when it is still possible to take corrective action.

For your employees

- support with career and wellbeing issues
- a space to discuss concerns and doubts
- practical guidance on how to make adjustments

For your organisation

- supporting employees before problems arise or escalate, which has a positive impact on employee retention and motivation
- strengthening long-term employability
- supporting HR and managers
- an accessible addition to existing HR and wellbeing initiatives

An in-house coach is an investment in retaining staff and minimising avoidable costs. By addressing stress or career concerns at an early stage, you reduce the risk of long-term absence, reduced performance or staff leaving.



05

GET STARTED

Are you interested in investing in your employees as a preventative measure? If so, together we'll explore which approach best suits your organisation, your employees and your objectives. From an initial meeting to a concrete proposal: simple, personalised and tailor-made.

Step-by-step guide

1. MEET UP

We'll discuss what's going on within your organisation, the challenges you're facing, and how Talentcorner can support your organisation.

2. DECIDING ON THE APPROACH

Based on the initial meeting, we jointly determine which approach is most suitable for your organisation and the pricing. We also discuss the target audience, frequency and timing.

3. GETTING STARTED

As soon as an agreement has been reached, the collaboration can begin.

4. REPORTING

You will receive a summary of the general trends that emerge during the discussions, so that you can decide on appropriate actions.



Ready to find out what this could mean for your organisation?

A brief conversation is often the simplest first step. I'd be happy to listen to what's going on within your organisation and think along with you about an approach that suits your needs.



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As coaches, we equip people to be in touch with their best selves.



TALENTCORNER

ABOUT ME, *Stefanie*

Throughout my career in HR, I have noticed time and again just how much of a difference a good conversation can make. Listening to what's on someone's mind, working together to gain clarity, and seeing someone find their spark again. That is what still drives me today.

My mission is to help people and organisations get the most out of their collaboration. Because employees who feel good, can make the most of their talents and feel engaged with the organisation contribute to a healthy and high-performing working environment. It was with this conviction in mind that I founded Talentcorner.

A COACH WHO UNDERSTANDS THE WORKPLACE

As an occupational and organisational psychologist, certified coach and former HR Business Partner with 10 years' experience in the corporate world, I combine psychological knowledge, coaching expertise and a thorough understanding of the workplace.

This enables me to create a space where employees quickly feel at ease and can speak freely, but where they also gain new insights and practical tools to take action themselves.



Work experience

Career Coach & Founder
Talentcorner, 2025-present

HR Business Partner & Career Coach
Ernst & Young, 2022-2025

HR Business Partner
Athora/Generali, 2017-2021

HR Consultant
Berenschot, 2015-2017

Learning & Development Intern
Imec, 2014-2015

Diplomas

Master in Occupational & Organizational
Psychology, KU Leuven, 2013-2015

Bachelor in Psychology
KU Leuven, 2010-2013

Certifications

Stress- & Burn-out Coaching (50h)
Thomas More, 2026

Coaching (80h)
TPC Leadership, 2023

Career Coaching (40h)
Syntra, 2022

Languages

Dutch - native
English - very good
French - very good





E.V. - BUSINESS CONSULTANT

"Stefanie's coaching sessions were very enjoyable and effective. Thanks to the various exercises, I've been able to gain a better understanding of what I enjoy doing and what I need to pay attention to. I still apply these insights every day, which means I can get much more out of my job. I'd highly recommend her."



L.V. - HR PROFESSIONAL

"My coaching journey with Stefanie was a very pleasant experience that did me a world of good. I felt completely at ease right from the start, which made it very easy for me to open up and talk about what was on my mind."



K.M. - FINANCIAL ANALYST

"Thanks to the various sessions with Stefanie, I've gained valuable insights into my talents, as well as into the things that drain my energy and the importance of maintaining a good balance between the two. This provides me with clear guidance for future performance review meetings with my manager, for example regarding what I need to grow and what I find important in my job."

TESTIMONIALS



I.L. - MARKETEEER

"Stefanie also offers valuable support to people who haven't been in the workforce for very long. As a young professional, it can sometimes be hard to tell whether or not you've chosen the right career path, and the thought of having to start all over again can seem quite daunting, but Stefanie helps you realise that there are actually plenty of opportunities that don't have to be all that far removed from what you already know and are capable of."



T.S. - SELF-EMPLOYED

"I felt comfortable and at ease during the sessions. Stefanie listens carefully and thinks things through with you. I now have a clearer understanding of my strengths and areas for improvement. This has given me a clearer idea of the direction I want my career to take."

TESTIMONIALS



B. M. - FOUNDER OF STIPAR

"As the managing director of Stipar, a small SME, Talentcorner has been a huge help to me in bringing more structure and clarity to our HR. I realised that I couldn't always set aside enough time myself to give my staff and HR tasks the attention they deserve. Stefanie comes to the office in person and schedules one-to-one meetings with our staff to really listen to their expectations and concerns. What I particularly appreciate is that she not only passes on feedback from the team, but also translates this into concrete to-dos and action points to further strengthen our company and team. Her approach is very personal and tailored to our SME: even her proposals are tailored to what we really need at that moment. This means we receive professional HR support at an affordable price, without immediately having to bear the costs of an in-house HR staff member or a large HR partner."

CONTEXT OF THE PROJECT:

With a view to further growth in 2026, the managing director wanted to gain an insight into how staff viewed their own wellbeing, their future within the organisation and the company's continued growth. I held one-to-one discussions with staff on these topics and compiled their input into a confidential report for the managing director, highlighting their key strengths, areas for attention, ambitions and suggestions for growth. Based on this, I also formulated specific actions that the organisation could implement in a targeted manner.