

# Advanced Professional Program

# Thought leadership with impact!

Are you a professional working within the Dutch Photonic Chip industry with around 5 years of experience? And are you looking to boost your personal and professional growth while strengthening your network? Then the Advanced Professional Program is something for you!

Over the course of 12 months, you'll be part of a close-knit group of about 12 specialists, all working at organizations within the integrated photonics industry – and all part of the fast-moving PhotonDelta ecosystem. Through a powerful mix of training modules, peer learning, coaching, and company visits, you'll develop your vision, refine your leadership style, and gain practical tools to increase your influence and impact. Together with other specialists, you'll reflect on your role and explore how to inspire and align people around your ideas and direction.

You'll be challenged, supported, and inspired – so you can grow into a leading and future-ready knowledge leader.

“The program is empowering, inspiring and very personal. It helps you grow personally and with that comes the rest.

Beatrix Bos - Carbyon

# Your learning journey

## Intake, kick-off & feedforward conversations

Before the start: gain insights into your strengths and development goals In preparation for the program, you'll reflect on questions like: What are my strengths? How do I reflect effectively? How can I give and receive feedback in a way that supports growth? These insights form the foundation for your personal development throughout the program.

→ September 2025

- Personal leadership
- Teambuilding

1

Learning squad

Personal coaching

Meet a knowledge leader

→ September 2025

Master influence -  
being a trusted advisor

3

Meet a knowledge leader

Personal coaching

Learning squad

Meet a knowledge leader

Personal coaching

Learning squad

2

My vision as  
knowledge leader

Thought leadership

4

Learning squad

Personal coaching

Meet a knowledge leader

5

- Storytelling
- Festive closing

← July 2026

## Training modules

**1 Personal leadership & teambuilding (2-day, with overnight)** / Start your journey with an inspiring and interactive deep dive into your experiences, strengths, and potential pitfalls so far in your career. You'll define your development goals for the program, share them with your learning group, and build a strong foundation of trust and collaboration with fellow knowledge professionals.

**2 My vision as knowledge leader (1 day)** / Which vision guides you? What is the basis for that vision? What behavior stems from that vision? During this session, we will work together to find answers to these questions.

**3 Master influence – being a trusted advisor (1 day)** / We will work with actors to enhance your advisory skills. This involves the ability to explore the needs of your conversation partner and align with them, using your knowledge and experience.

**4 Thought leadership (1 day)** / You will explore your personal and professional values and learn so you can fulfill your role as a knowledge leader with authenticity and integrity.

**5 Storytelling & Festive Closing (1 day)** / Before the official closing of the program, we will focus on the technique and power of storytelling. Specifically, we will work on building your own story; how to structure it effectively and what the content of your story will be

# What else is in the program?



## Learning Squad

- A small peer group to reflect, give feedback, and support
- 4 sessions across the program



## Meet role models

- Knowledge sharing & networking
- Expert session on the Dutch Photonic Chip Industry
- Meet-ups with knowledge leaders within the PhotonDelta Ecosystem



## Personal coaching

- 4 individual 1-on-1 sessions with a professional coach
- Focus on your personal themes and growth areas

# The trainers



## Maijke Receveur

With a Bachelor's degree in Industrial Design and a Master's degree in Innovation Management, I've uncovered a great synergy between the design process, and organizational development. I love to support (fast-)growing impact organizations with this knowledge. Having spent over 6 years of scaling with Lightyear, a Dutch high-tech company that developed solar-powered electric vehicles, and freelancing with various start- and scale-ups, I bring hands-on experience to the table of this program. It's a program that gets me super excited as I can totally relate!



## Nico Pannegieter

Movement in all kinds of ways is what drives me. As a curious person, I always try to find a new way or a new insight. I challenge people in a way that touches on what really matters to them — to reach the personal development goals they want to achieve and have fun at the same time. Together we go beyond thinking, reflecting, and feeling, it is time for action.

## Who can join?

- You work in the integrated photonics industry, at a partner organization in the PhotonDelta Ecosystem.
- You have > 5 years of work experience
- You're open to exploring yourself and willing to invest in your personal development
- You're ready to commit ~3 days/month (1 during work hours)

Don't meet the profile 100% but still interested? Feel free to apply – we'll explore together whether the program is a good fit for you.

## How to apply?

- Apply via this email address before July 1, 2025: [humancapital@photondelta.com](mailto:humancapital@photondelta.com)
- Pre-program selection: to ensure you get the most out of this program, we'll schedule conversations with you prior to the start.
- Final selection: decisions on August 1, 2025
- Kick-off: September 1, 2025 – let's go!

“This program has been incredibly rewarding, thanks to the openness and trust it fostered. The workshops were particularly valuable, offering not only practical tools but also fresh perspectives on addressing the complexities of a startup. They explored a diverse range of topics and challenged me to develop both personally and professionally.

Joppe Schutselaars - InPhocal



### Questions?

**Contact person PhotonDelta:**

Eveline Verholt

Project Manager Talent Attraction & Engagement

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**Contact person Ormit Talent:**

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# Let's build the future – together

PhotonJobs, powered by PhotonDelta, is the talent hub for launching or advancing your career in the Dutch Photonic Chip Industry. We've got lots of career opportunities, study programmes and courses for you to explore within this industry.

 **PhotonJobs**  
Powered by  PhotonDelta

The Advanced Professional Program is a program designed in collaboration with Ormit Talent. Ormit Talent helps talent flourish and shapes inspiring leaders who create impact on their teams and the organizations they work for. Through impactful experiences, coaching and training.

 **ormit talent**

→ [photonjobs.nl](https://photonjobs.nl)