

Young IFFI Event

Performance & recovery

Esmé Smulders



What does it really take to perform?

The best teams don't just work hard. They work sustainably.



Clarity of purpose

Everyone knows the goal and their role in achieving it. Direction turns effort into momentum.



Psychological safety

People speak up, take risks and support each other.



Sustained energy

High performance isn't a quick race. It comes from managing energy with intention. Both individually and as a team.

Creating conditions for sustainable performance

Energy management is not just a personal responsibility. It starts with how work is designed.



Normalise the conversation

Regular well-being check-ins, not just crisis response.



Build recovery into the day

Protect breaks, limit back-to-back meetings.



Set clear expectations

Clarity reduces unnecessary cognitive drain.



Provide the right resources

OpenUp: coaching & mental health support on demand.



Lead by example

Managers who recharge openly give permission to the team.



Measure what matters

Track employee engagement, not just output.

The battery metaphor

Your energy isn't infinite. Just like a battery, it runs out and needs recharging.

