

Contributing Organisations

Ambition and Transition coaching by:



MANAGEMENTSTRATEGEN



Our contribution!

Management Strategen guides organisations and leaders with *guts* towards sustainable vitality. We work for driven people with perseverance. Those who would like to go on an expedition because they see that it can be done differently. Those who realise that it ultimately revolves around people's own unique contribution to the organisation, society and the world. The meaningful impact makers. We help them to make choices and to live and work accordingly.

The result?

- An enthusing guiding ambition that generates energy. A clear area of applause in which the present motivations (why) are connected to actions (what).
- Authentic, energetic, and vital leadership, focused on successful collaboration.
- An organisation that focuses on its unique contribution to people and society based on a contributing conviction: 'What does it contribute'. With committed employees, valuable products and services and satisfied customers.
- A permanently agile, decisive and vital organisation that successfully anticipates in a changing environment.
- Employees who are empowered, with a mindset focused on pride, ambition, and success. Employees who connect to a joint ambition based on their intrinsic responsibility.
- Organisational structures and processes that are intended to serve a higher goal and purpose (the ambition).
- A lasting vitality: a sustainable balance between acting, thinking, feeling and (intuitively) knowing.

Do you also aspire to become a Contributing Organisation that realises its unique contribution and ambition in an agile, decisive and vital way?

Then this transition and ambition programme is for you!

'Contributing Organisations' is an ambition and transition programme for organisations and leaders wanting to make a difference. We guide you and your organisation towards a joint guiding ambition. Where the meaningful contribution to clients and a sustainable society are paramount. We determine goals and then which transitions and qualities are needed in the process. We help with the implementation and support the transition process with the necessary means to develop into a mature Contributing Organisation. Meanwhile the store remains open! We work towards a permanently vital, agile and decisive organisation that is constantly able to adapt to a changing environment. We teach you how to develop and manifest your power of change.

- In our contemporary society, organisations are the place where **people** assemble to contribute meaningfully. People are the elementary building blocks that make up organisations and therefore a direct reflection of our society. If organisations are healthy and vital, so too will be our society.
- Organisations are meaningful when they create valuable **products and services** while simultaneously providing employment and livelihood in a way that allows employees to develop and experience well-being.
- Contributing organisations have an exceptionally satisfied client base. Satisfied **clients** are involved clients. They provide targeted information that is necessary to innovate. They share ideas and invite new clients.



Our vision: Why the world needs contributing organisations!

- Contributing **leaders** inspire and coach others to add real value. They lead, guided by the concept of 'what does it contribute' instead of 'what does it yield'.
- Just like in nature, an **organisational culture** will evolve effortlessly under the right circumstances. By applying the concepts of Contributism – no harm, without judgment and correct proportions – and the basic attitude of 'what do we contribute?' an authentic culture is created. This culture is characterised by trust, inspiration, inclusiveness, vitality, energy and contagious enthusiasm.

Because you are unique

First and foremost, our approach is fully customised. We carefully examine the unique significance of the organisation. Secondly, we examine what is needed to achieve a successful transition to a sustainably vital and contributing organisation.

Joint, guiding and inviting ambition

- The board, management or management team share their personal ambitions and vision for the future and arrive at a joint, guiding ambition for the organisation.

Strategic plan

- “An ambition without a plan is just a dream that always vanishes when you wake up!” What goals should we set in order to realise the ambition? What needs to change and which qualities, competencies should the organization develop?

Ambition dashboard

- In order to share the ambition and strategic plan with the entire organisation, an ambition dashboard is used, comprehensible for everyone.
- The ambition dashboard shows organisational goals, their mutual coherence and the transition process needed to realise the ambition.
- The ambition dashboard describes WHAT needs to happen and employees will realize HOW this can happen. It forms an area of applause which allows for proactive collaboration during the transition.

Transition process

- Employees work together on the various goals in multidisciplinary teams.
- Managers act as sponsors and support/facilitate the contributing teams.
- The ambition dashboard provides direction and guidance. It allows the teams to operate inside the applause area in a self-organising way.
- Teams work in shorts sprints and constantly report progress.

Finally...

For many organisations, this is a new way of working based on using different competencies than usual.

Experience shows that it takes some getting used to. However, a learning organisation picks it up quickly. We guide you through starting up, learning, and mastering to self-organisation.

If needed, we contribute with various support programmes, like leadership and team development.

This is what customers say about us

- *'We have achieved results in a few months that would otherwise take years.'*
- *'I enjoy my work again, because I can contribute.'*
- *'Proud to be so successful and meaningful as a team.'*
- *'Great coaching! Learnt a lot that has become second nature.'*

About the coaches:

We have experience with the turbulent waters of change and coach leaders with *guts* through the transition process. We don't do it **for** you, we do it **with** you.

Our joint ambition is to contribute to sustainable, vital organisations that provide meaningful products and services, serve satisfied clients and work together with committed employees.

Our belief is Contributism: what does it contribute?

This contribution principle is based on the values of no harm, without judgment and right proportions.

Kirsten Baas enthuses to embrace *fundamental* change.

Johan van Breda builds bridges between the ambitions of people and the organization.

Gerard Claassen brings deep expertise about agility and decisiveness.

Inge Dessing ignites her leadership fire in everyone.

Ron Schel inspires from the concept of Contributism - life and work in the fourth dimension.

Ruud Pullen coaches with calmness and wisdom to the next developmental leap.

Peter ten Hove is passionate about platform collaboration and impactful strategies.

Click on one of our names to contact us!

