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Core Commit African Academy 2016

In cooperation with and hosted by Hope Business College

Organic Leadership/Change Management Master (Accelerated)

Trainers: Drs. Egbert L. Kinds CMC, Yvon Hoendervoogt & Drs. Riek Lock

Includes: License for the use of the Personal, Team and Organization Values Profile™, use of the Transformatrix™ and access to benchmarks of successful Change Projects.

Program content

Human potential is fully utilized when a person's value drives are aligned with the task and missions of the team and the organization in which they work. The Values Profile™ shows the extent to which an organization utilizes the values potential of its employees.

The Organic Leadership™ approach will support organizations and their change managers to enable employees and stakeholders to commit to the strategy and to develop personal ownership of change goals at all levels involved. In this methodology the hard side and soft side of change management are integrated. The upper stream and under currents become connected.

In this training participants will be certified to work with the Values Profile™, an instrument that measures and visualizes value drives in people and value systems in teams and organizations.



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ORGANIC LEADERSHIP METHODOLOGY™
 COMMITMENT TO STRATEGY, OWNERSHIP OF GOALS AND RESULTS



Overview of the valuedrives

Value drive	Positive side	Negative side
We Identity	Connected with them they feel close to, sense of the value of traditions and those carrying traditions	Meaningless ritual, unhealthy hang to the past, irrational, only in the inner circle being able to come out
I Power	Energetic and agile, loyal to his friends, fast, energetic, not avoiding crisis and conflict	Impatient, disregarding the consequences, hostile, without conscience, verbally aggressive
We Order	Loyal, consistent, loyal to procedures and methods, reliable, deep faith in the real mission of truth	Risk-averse, not critical, rules go before people, bureaucratic, it is the process not the result
I Success	Result oriented, efficient, to achieve its ambitions, enterprising, dare to take risks	Materialistic, status-oriented, opportunistic, too sure of its case, little regard for the feelings of others
We Community	Social, fellow human, communication, emphatic, approachable	Soft, naive, slow by anyone in need of support, cramped on inequality, no understanding of power
I Synergy	Knowledge and experience-oriented, facts and background should be allowed on the table	Useless Analysis, impractical, always complicating, little focus on the practical
We Sustainability	Busy with important global issues, sees the need for a sustainable solution	Vague, abstract, unworldly, everyday problems, not in realistic perspective



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Organic Leadership

- The basic principle of Organic Leadership[™] is that Organizational Development (or Change Management) is most effective if you connect to the value drives of the people that work for the organization.
- Transparent and accessible information and openness about the necessity and urgency to move along with developments and to adapt to changing conditions in the environment will create consciousness about what is happening.
- Consciousness creates the possibility of seeing the options ahead and allows people to make their own choices in the light of the changing circumstances.
- In this way there will be commitment to an organic change process instead of resistance to yet another change.

Organic Project Co-Creation

- The Organic Project Co-Creation methodology describes what must be done to get commitment to a strategy and ownership of goals and results in organizational development and change processes.
- Change is around us every day, we have to prepare people to adjust and react in an effective and appropriate way and to develop the flexibility to adjust to changes that surround us all the time.
- The methodology is based on the universal laws of the Logic of the intelligence of nature.



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Part I (Training)

- Presuppositions of Organic Leadership[™] and Change management.
- Introduction into value drives and value systems (based on the theory of Prof. Clare W. Graves and the Spiral Dynamics model).
- The Values Profile[™]: introduction on how to use the personal Values Profile[™] in consultancy and training.
- Interpretation of the Personal Values Profile[™] and the Work Behavior Profile[™].
- How to connect to the natural flow of motivation of employees
- Coaching people based on their Personal Values Profile[™].
- Selection, training and retention of employees.
- License for the use of the Personal Values Profile[™].
- Diagnosis of present (IST) and desired (SOLL) organizational situation.
- Interpretation of the results of a Team and Organizational Values Profile[™].





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Part II (Training)

- Analysis of the shifts between value systems.
- Learn to discover the system dynamics of the different value systems and how to discover stress points of teams and individuals based on a Values Profiletm.
- Overview of the Transformatrixtm, a model that allows to design a developmental path for individuals, teams and organizations.
- Managing the transition from one value system to another (benchmarks).
- How to facilitate smooth implementation processes.
- Defining Mission, Vision and Values.



Part III (Two Skype conferences)

- 2 x support by personal Skypeconference on your two first practical applications of the Values Profiletm in your own practise.



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Training in Addis Ababa, Ethiopia

Dates:

Part I & II: 3th up to and including 8th of October 2016 (6 days).

Working times: 09.00 am till 18.00 (6.00) pm.

Part III, the Skypeconference, will be planned on an individual basis depending on the first application of the methodology by a participant.

Location:

Hope Business College in Addis Ababa, Ethiopia.

Training price:

€ 1950,00.

25 Values Profilestm are included in this price.

Accommodation costs:

Hope Business College: \$ 50,00 per day, including room, all breakfasts, lunches, coffee and tea breaks, and diners. For 6 days: \$ 300,00.

Payment conditions:

20% at booking, the other 80% 6 weeks before the start of the training.

Languages:

English, exercises can be done in Amharic, Dutch, English, French and German.

Studymaterials:

All presentations will be made available in a Manual and as PowerPoint or PDF. Materials are available in English, Dutch and German.

Booking:

Send an email to info@corecommit.com or book online:

www.corecommit.com, go to Academy.