

COLLOQUIUM

| 08 Juni 2017 |

Leuven



**“Nieuw in het kwadraat: Anders Organiseren  
& Beter Werken”**

**prof. Geert Van Hoote gem - KU Leuven**

Het digit

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Met de steun van

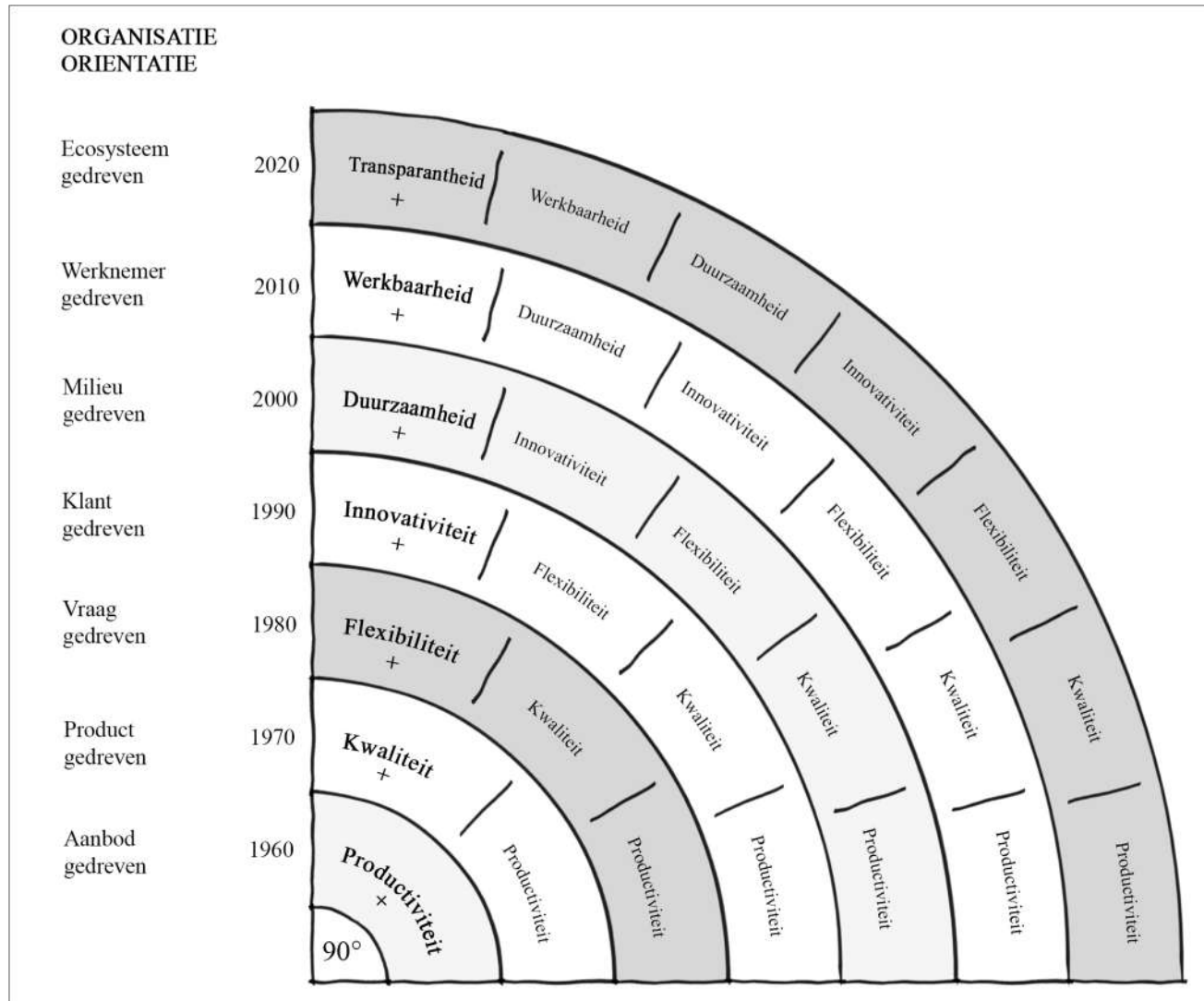
Nieuw<sup>2</sup>  
=  
Anders Organiseren & Beter Werken

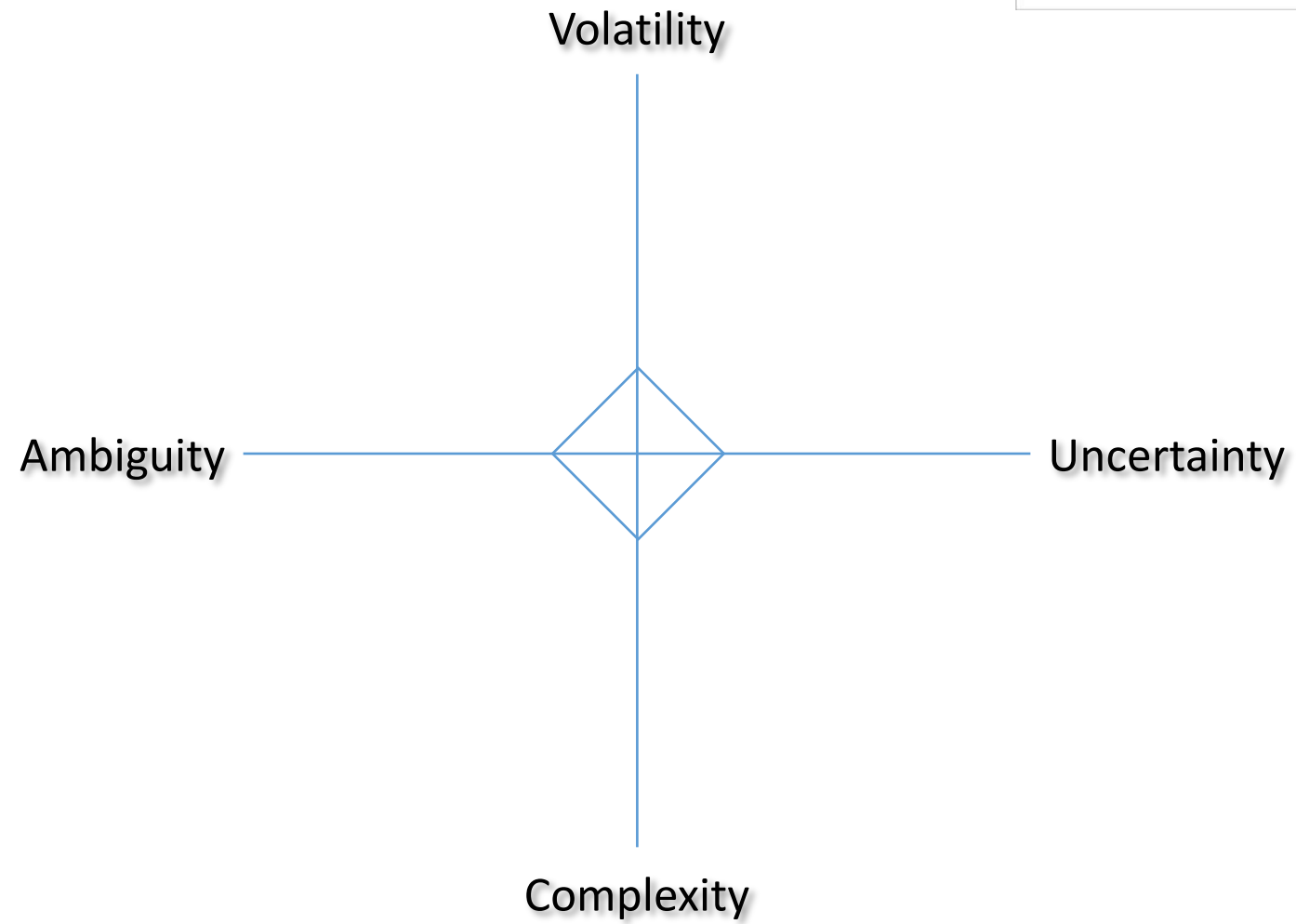




**WAAROM ANDERS ORGANISEREN?**

# KLANT/BURGER IN BEWEGING

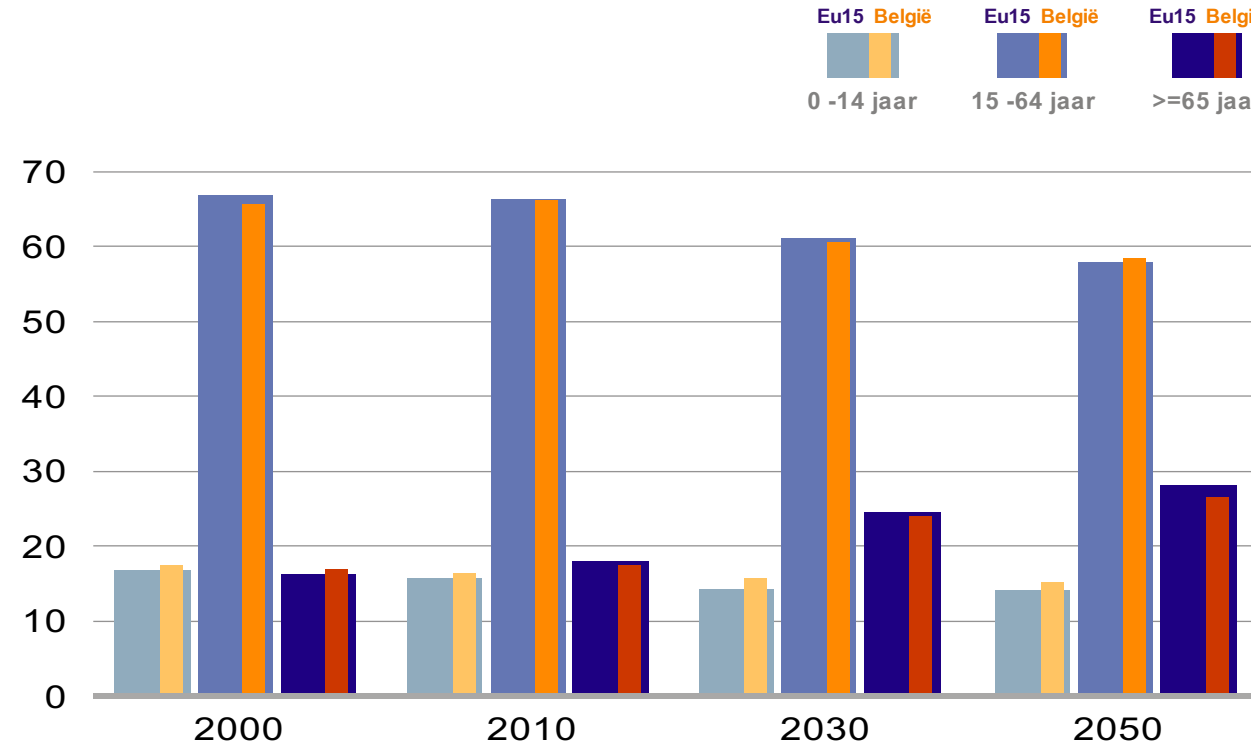




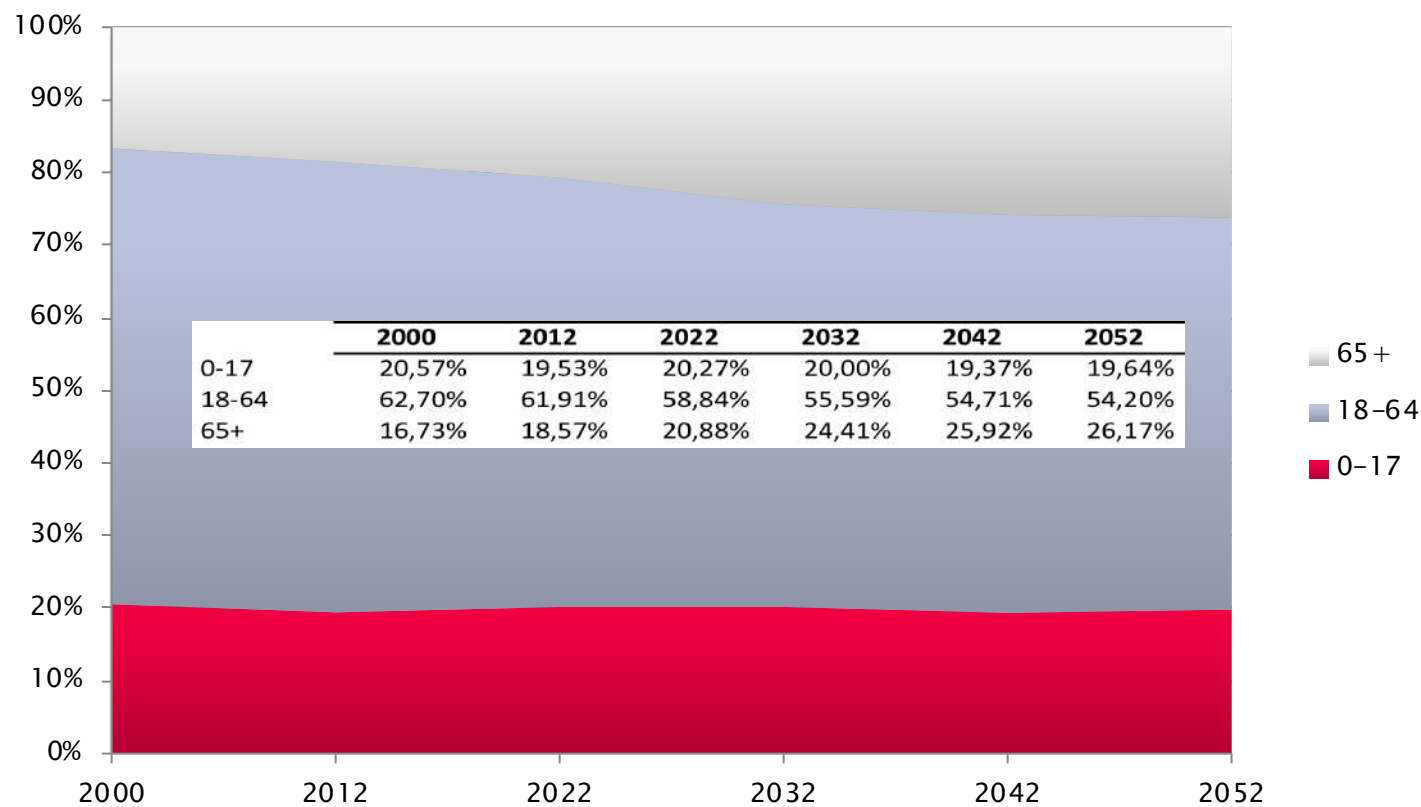
# UITDAGINGEN OP DE ARBEIDS



# HET VERLOOP VAN DE BEVOLKING (1)



# HET VERLOOP VAN DE BEVOLKING (2)





# *DE ROBOTS IN CIJFERS*

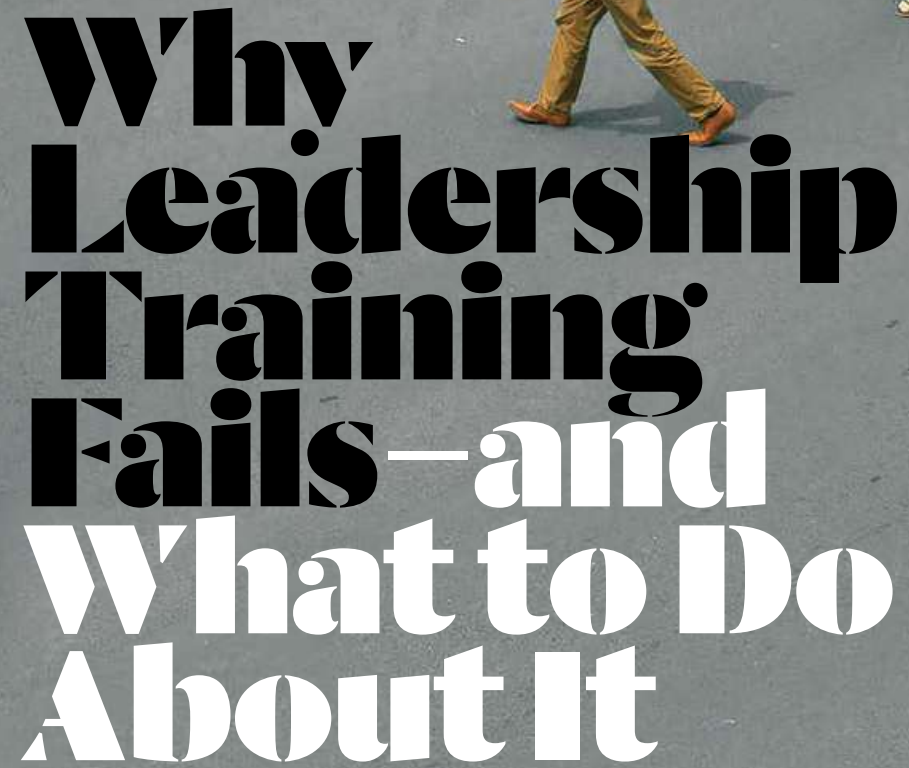


DESIGN DUS ...



# EINDELIKI





# Why Leadership Training Fails—and What to Do About It

BY MICHAEL BEER, MAGNUS FINNSTRÖM, AND DEREK SCHRADER

## THROWING OUT FLAWED ASSUMPTIONS ABOUT CAPABILITY DEVELOPMENT

### The usual logic:

Problems of organizational behavior and performance stem from the deficiencies of individuals.

Improving employees' knowledge, skills, and attitudes will strengthen organizational effectiveness and performance.

### So...

The target for change and development is the individual.

### More effective:

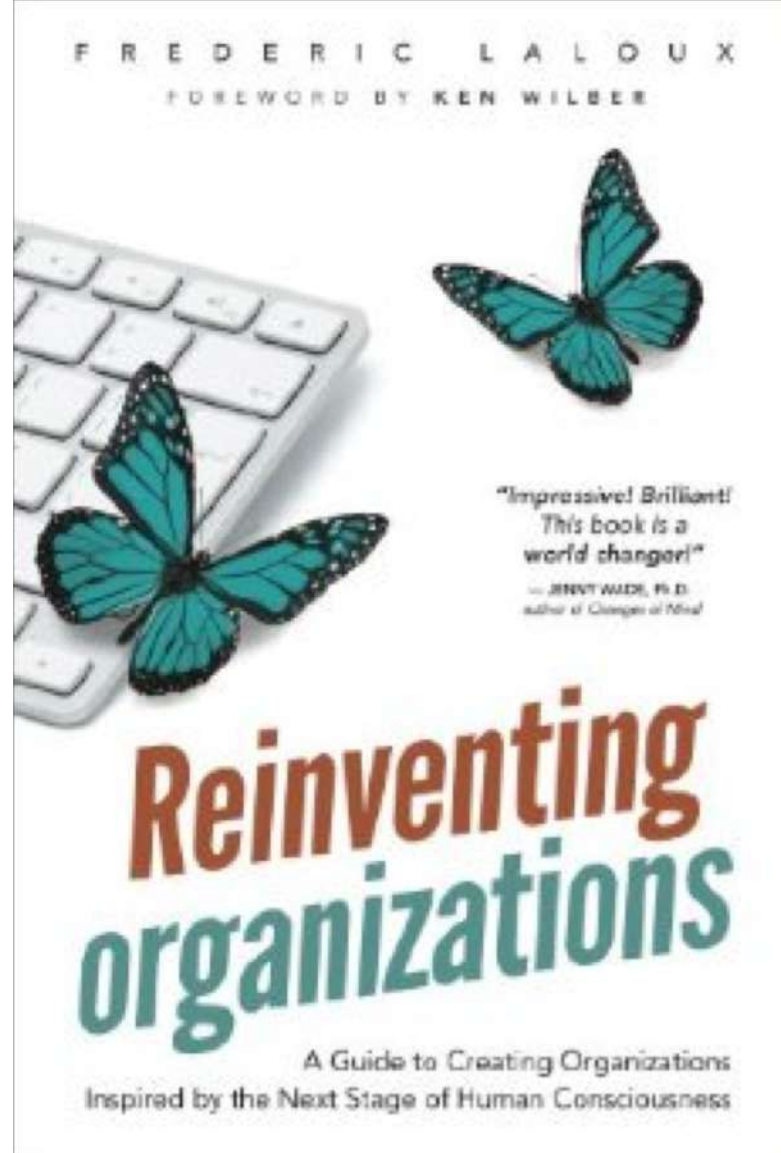
Problems of organizational behavior and performance stem from a poorly designed and ineffectively managed system.

Changing that system to both support and demand new behaviors will enable learning and improve effectiveness and performance.

### So...

The primary target for change and development is the organization—followed by training for individuals.





HET NIEUWE WERKEN  
=  
HET NIEUWE ORGANISEREN,



# VAN HRMANAGEMENT NAAR: HUMAN RESOURCES MOBILISATION



# HRM OF P&O

## OMHELS DE “O”



DE KLANT CENTRAAL,

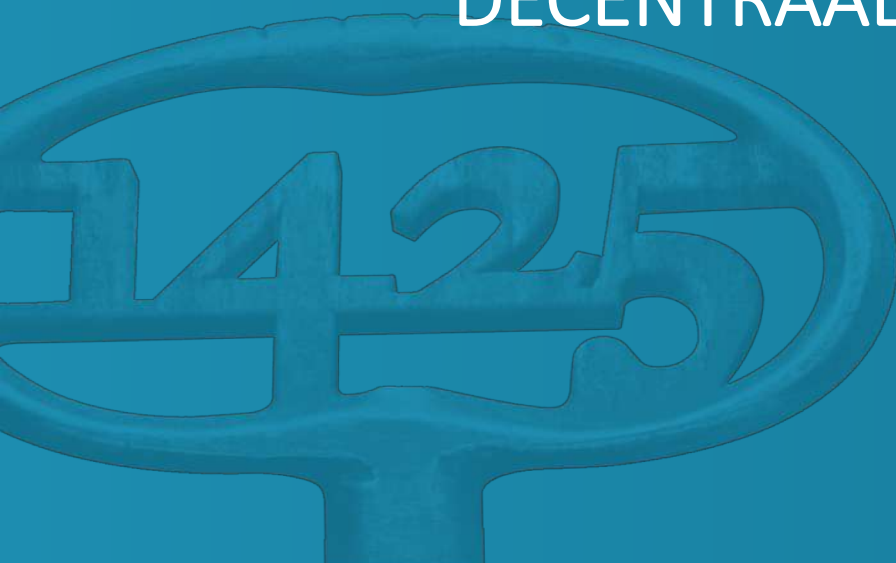


# HERTEKEN DE KETEN



VOORBEREIDING EN ONDERSTEUNING

DECENTRAAL, TENZIJ ...



# EERST DE VLOER, DAN HET SCHOON VERDIEP



# ZELFVOORZIENENDE TEAMS ALS BOUWSTEEN (i.p.v. Functies)



# TRANSFORMATIONEEL DESIGN







3AMK5U