

SOLWorld 2025 CONFERENCE

15 - 17 May in Mechelen - Belgium -



www.solworld2025.org

ACCREDITED SF ODD COURSES



NATIVE IN CHANGE 10-DAY



MASTER IN CHANGE

3-DAY COURSE





COURSE













This book is for the WORK [r]evolutionist—the people in organisations who see the possibilities and are willing to do things differently, regardless of their positions, to better align the company's activity with its purpose. It is also for the external consultants, who are ready to accompany these evolutions and support these internal evolutionists instead of offering solutions that worked elsewhere.

By reading this book, be prepared to Challenge your beliefs about what is possible in Organisations and what organisations are in the digital age. The mission of this book is not less than bringing together and translating contemporary knowledge and language about organisations, work, and how we all play a role in creating adaptivity to the language of leaders, HR professionals, POs and SMs, agile coaches, change agents, and all who find in themselves a motivation to make the world of work a better place, better fitting our times.

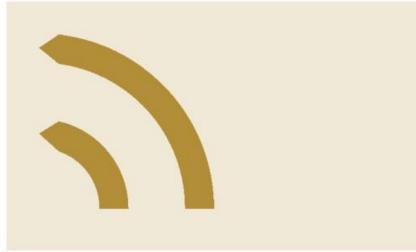
By reading this book, you will be able to Start transformations in small steps with the tools in it and make yourself seen and heard as a work evolutionist. It will enable you to empower others to become also the shapers of how you work together for better value creation and continuous adaptation.

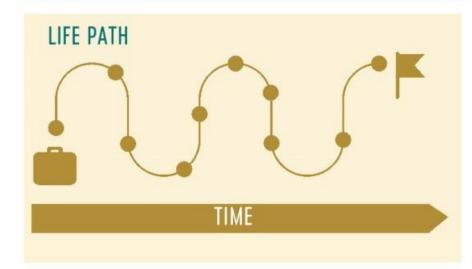












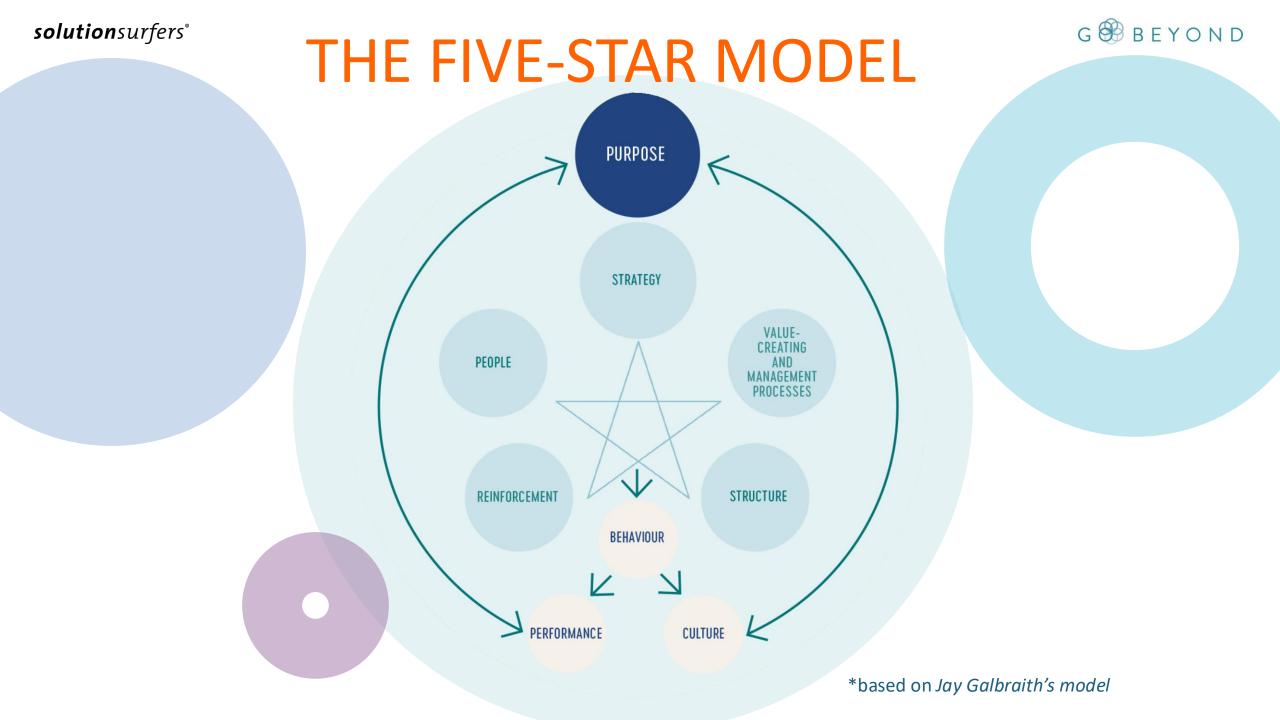
RESOURCES YOU HAVE COLLECTED ON THE WAY:



ORGANISATION DEVELOPMENT AND DESIGN

The design of any organisation is the set of our valid (explicit and implicit) agreements about what work we need to do now and how are we going to do it.

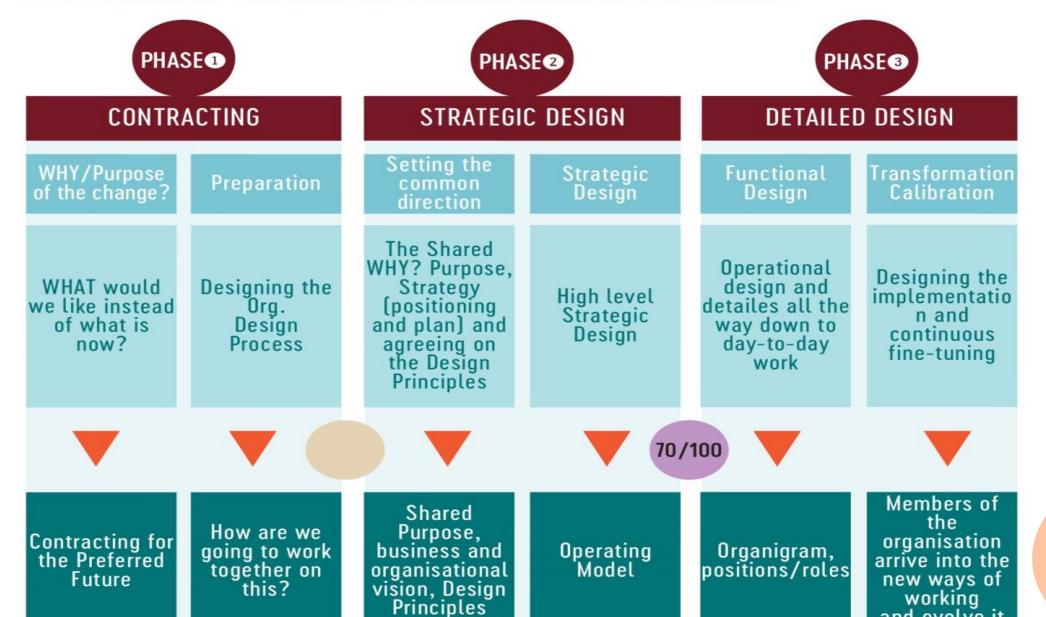
When we make new agreements, that is organisation development.





and evolve it

THE PROCESS OF THE SOLUTION FOCUSED ORGANISATION DESIGN





OUR BELIEFS





ATTITUDE

PEOPLE DISLIKE WORK, FIND IT BORING,
AND WILL AVOID IT IF THEY CAN

PEOPLE NEED TO WORK AND WANT
TO TAKE AN INTEREST IN IT.
UNDER RIGHT CONDITIONS, THEY ENJOY IT

DIRECTION

PEOPLE MUST BE FORCED OR BRIBED TO MAKE
THE RIGHT EFFORT

PEOPLE WILL DIRECT THEMSELVES TOWARDS
A TARGET THAT THEY ACCEPT

RESPONSIBILITY

PEOPLE WOULD RATHER BE DIRECTED THAN ACCEPT RESPONSIBILITY (WHICH THEY AVOID)

PEOPLE WILL SEEK AND ACCEPT RESPONSIBILITY,
UNDER THE RIGHT CONDITIONS

MOTIVATION

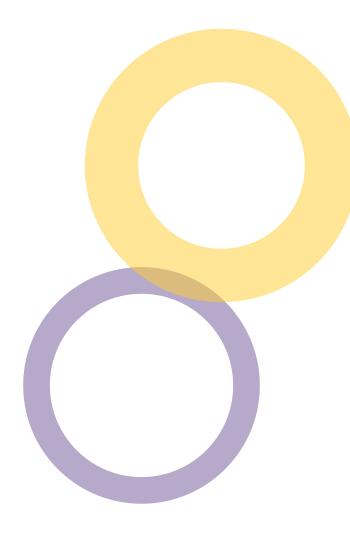
PEOPLE ARE MOTIVATED MAINLY BY MONEY AND FEARS ABOUT THEIR JOB SECURITY

UNDER THE RIGHT CONDITIONS,
PEOPLE ARE MOTIVATED BY THE DESIRE
TO REALIZE THEIR OWN POTENTIAL

CREATIVITY

MOST PEOPLE HAVE LITTLE CREATIVITY—EXCEPT WHEN IT COMES TO GETTING ROUND RULES

CREATIVITY AND INGENUITY ARE WIDELY DISTRIBUTED AND GROSSLY UNDERUSED





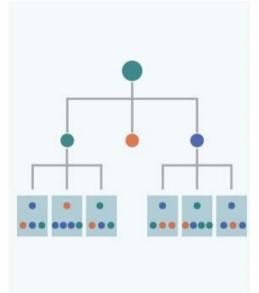
PARALELL REALITIES

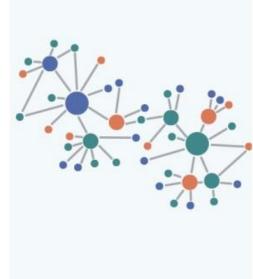
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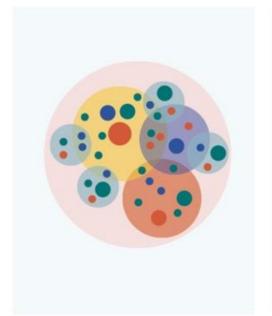
COMPLIANCE, POWER FORMAL STRUCTURE

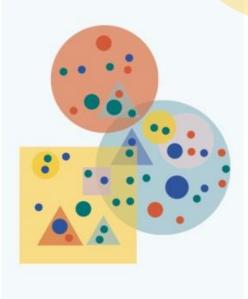
SOCIAL INFORMAL STRUCTURE

WORK / VALUE CREATION VALUE-CREATION STRUCTURE LEGAL STRUCTURE
BUSINESS ECOSYSTEM





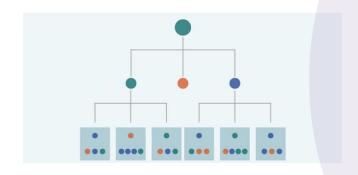


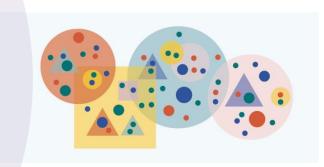


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WHAT KIND OF PROCESS WE CAN IMAGINE





TOP-DOWN DESIGN

HIGH INVOLVEMENT DESIGN

Experts Decide and present to management who must then execute it

Management decides and then "sells" decision

Management seeks input from key others, makes the decision

Management defines boundaries and asks group to make a recommendation.

Management defines boundaries and asks a group to make the decision [often a microcosm of whole]. This group must then convince others

Management defines boundaries and asks those impacted to make the decision. Engages the Whole System in deciding.

System defines in calibrations way to do it- purpose and central coordinating mechanism harmonises the efforts.

EXPERT-DRIVEN

MANAGEMENT- DRIVEN

INVOLVING INTERNAL EXPERTS

LARGE-GROUP METHODOLOGIES

CONTINUOUS EVOLUTION



THE FUTURE IS NOW!

What can we build on? What is already here from the Preferred Future? What have we done already?

DESIGNING a process that reflects and constantly stretches the mindset and represents the Preferred Future.

Supporting the evolution of a system is not a one-time act, but a (constant) process!

