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Leaders create leaders

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Translating good intentions into tangible and measurable results

Empowering leaders to make teams and employees stronger

Transformation from product-oriented to a full-service organization

Bovemij has defined a 2020 strategy under the title "Together forward" with the subtitle "from dependence to independence". Vision, mission and core values are laid out in the strategy.

Approach

The senior leadership wanted to bring their strategy to life in the form of tangible and measurable behaviours in the work environment.

The challenge was translated into a leadership program designed for all levels of the organization. The program consisted of three parts:

- An orientation on one's own strengths, personality and group dynamics
- A 3-day BOOSTcamp in which participants were inspired to connect their own behavior to the goals of the organization
- Coaching in which practice is leading and managers are guided both at the individual level and at the group level to make clear what their assignment and their personal development needs are

Leadership intent was adopted as the backbone for the transformation.

Leadership Intent as a concept.

The driving force behind leadership intent is that leaders create leaders. The concept is effective in bringing leaders into position and enabling them to strengthen the cooperation between teams and team members, and to empower employees to be autonomous in their work based on the objectives of the organization.

Results

Employees experience concrete results in improving collaboration

Program and project goals have been achieved

Impact



A customized program designed for results

The program is a combination of live training and workshops supported by an online Leadership Intent platform and on-the-job coaching.

This platform contains 32 online learning modules in which the learning content, methods and tools are further embedded and anchored within the organization based on the leadership intent concept.

Critical Success Factors

● Practical program

Actual dilemma's and practical cases are used in the training, so that situations are recognizable and new behavior can be learned

● Consistency in approach

The program is rolled-out throughout the entire organization from board level to employees.

● Change management

Professional change management in practice with regular and intensive coordination with the sponsors

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