HARTWERKEN

# INTERACTIVE PRESENTATIONS

*Courageous conversations · Culture · Safety*

## Courageous conversations

*the key in transition*

As a board or executive team, you want your organisation to keep moving. Meanwhile, people are caught in a split. AI offers opportunities, but it also affects their sense of job security. Young people bring a different work ethic, which can clash with what is already there. And yet it is precisely the conversation that has not been held that stays on the shelf, or the conversation in which someone has dropped out.

Too often the context chosen is one of change, and too rarely one of development. Development also pays attention to what continues, what changes, what is new and what stops. This calls for a context, with instruments and action, to make these courageous conversations possible. In this interactive presentation you get exactly that.

## Culture

*the thorough conversation, as the collection of conversations*

How do we stay true to who we are? And on what ground do we want to work and work together? With the rapid changes around us, we risk sprinting along, losing touch with our ground, with who we are, and losing our course. Growing pressure from speed and short-term thinking drowns out the sense of quality. And standing still is seen as going backwards. As far as I am concerned, that is nonsense: standing still brings depth.

I see culture as the collection of conversations held and not held: the soil beneath behaviour, collaboration and results. In this interactive presentation we look at that soil together. Which conversations nourish, and which have become barren? What do you want to strengthen, change, start or stop? You go home with language and questions to discuss this concretely.

## Safety

*badly in need of a new conversation*

Safety is an important phenomenon in culture, in collaboration and for wellbeing. Stricter procedures are being introduced, but the conversation is still too often about safe or unsafe, and that is too limited. Growing polarisation into right and wrong forces people to take sides. Then there is no room for real experience. Investigations are also carried out that still silence the voice of the individual. And the acceleration means there is no longer attention for genuinely exploring who everyone is and what each person can uniquely contribute.

I have worked in various organisations where the dynamics were severely disrupted, with destructive consequences for the collaboration, the culture and every individual. From that experience I offer a contemporary, workable perspective and practical instruments: three zones of experience that make the conversation personal and precise again.

**Contact me if you would like to experience this or include it in your organisational programme.**

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