



OUR SERVICE AT A GLANCE:

TRAINING

- < Customized
- < Open workshops
- < Online
- < Webinars
- < Podcasts

COACHING

- < Individual coaching
- < Teamcoaching
- < Executive coaching
- < Career counseling
- < Workable work
- < Jobcrafting
- < Jobdialogue

ORGANISATION DEVELOPMENT

- < Optimizing collaboration
- < Teamcrafting, Teamcoaching
- < Self-management, Self organization
- < Solving conflicts
- < Innovating in cooperation
- < Mission, Vision, Values

CONSULTANCY

- < Inflow
- < Flow
- < Development
- < Conversations about work

NEW GENERATION WORK  
SOMETHING FOR YOUR ORGANIZATION?



8 ACTIONS



dynamo new generation work  
Groenstraat 79 • 3001 Leuven • Belgium • +32 16 850 137  
info@dynamo.be • www.dynamo.be



Training | Coaching | Organisation development

## 1. SITUATION

We may have a well-functioning HR department and the opportunity to follow a number of training courses, work together with colleagues, remains a difficult discipline and it will not improve in the coming years. However, the challenges of working together in a different way are big. A tight labor market means that we either have a chronic shortage of people or that we have to work with a very diverse group of people. Digitization and robotisation also ensure that jobs disappear, but at the same time that new, still non-existent jobs will be created.

## 2. WHAT

Organizations that are self-managing are increasingly being put in the spotlight. But, are they so successful and have they not been set up like this from the beginning? Existing organizations are best starting their own transformation process themselves. This transformation happens in a way that the work can go further and add as few extra tasks as possible. You will not find the help to facilitate this process on the sidelines but in the organization itself. Together with the teams, we will tackle the real challenges. With one goal, to teach them methodologies and processes they can apply themselves as quickly as possible.

## 3. EIGHT ACTIONS

Dynamo believes in an evolutionary organization where every day we take small steps in the right direction. This contrasts with the rapid 'tilting of the organization', which is a revolutionary step for many companies with many consequences that can temporarily obstruct the work itself. The work must therefore be supervised in many consultant hours, which gives an expensive change. Our 8 steps give you guidance to do it in a structured way and you have the flexibility to start where the greatest need is. According to our philosophy, the steps must be Simple, Swift and Smart.

## 4. OFFER

We guide organizations with their transformation. We form internal and external facilitators. Our support is co-creative with training, team coaching and dialogues. But we also offer digital solutions such as webinars, podcasts, online training and distance coaching. Do you want to get started in your organization and wonder where you can best start first? We offer 8 actions that any organization can take towards New Generation Work. Send an email to [info@dynamo.be](mailto:info@dynamo.be) and book your first free strategy session.

## 8 STEPS TO NEW GENERATION WORK

### #1 SMART RECRUITING

It starts with whom you allow in your organization. Which talent is going to do the job and is that talent capable of working well together? The tight labor market requires a new and smart recruitment process.

### #2 SMART ADVISING

It is no longer the case that your manager is the best placed person to help you with a question. Do you know who you can turn to for advice? And how do you ensure that your advice is followed?

### #3 JOBCRAFTING

Sometimes even your dream job gets less attractive after a while. Taking responsibility yourself to look for small solutions that give energy and take less energy gives satisfaction. Getting to know yourself better, your tasks and the solution possibilities through jobcrafting, help you to take steps in the right direction.

### #4 NON-HIERARCHICAL LEADERSHIP

Leadership is not always connected with a position. In various circumstances you are in charge and you have to take decisions just like you do at home. You can learn people to do it themselves by being both credible and accessible

### #5 SMART COLLABORATION IN TEAM

More complex work means that we gonna have to work more together in team in the near future. You will learn how to become an A-Team in 5 steps. Because working together is not always easy and good cooperation requires an effort from every single one of us.

### #6 SMART MEETINGS

Meetings that suffer from poor decision-making are best provided with a good meeting structure. This gives more clarity in order to make informed decisions about our cooperation. Creative work forms ensure speed, clarity, decisiveness and fun.

### #7 TEAMCRAFTING

Taking responsibility together to distribute the work in a balanced way and to ensure that the work is completed within the strict framework of time, budget and purpose. We do it with a dialogue form that makes sure that difficulties are accepted or resolved

### #8 CO-CREATION

You do not get the noses in the same direction with a marketing trick like a poster or a gadget with the organizational values. Co-creation is organizing together a dialogue about change and solutions. The right method of working helps to make the project land more smoothly within the organization.