

Imagination
as
a guideline
for
organisational
and
individual development

ENVISION THE FUTURE & GO FOR IT 2017

- I. The development of older and newer abilities of imagination and inspiration.**
- II: Picking up the red thread.**
- III: New maps, new shores, new tasks.**



Logic will bring you from A to B. Imagination will take you everywhere. Albert Einstein

Workshop Information:

www.thetwelve.eu/envision-future

What inspires you into the future?

Vision is needed for leadership. This is true for both individuals and organisations.

A potent imagination of the future is indispensable for leading development consciously into the future, and in the direction of what is really wanted. Building a house starts too with creating an image of what that house could ideally look like.

What most of us surely want in life is becoming what we are capable of becoming, and that is what is truly inspiring for us. We want to create value in the world and add meaning, and we are searching for ways to make that happen. The question is what is that value for you, what does it look like if you are thriving and creating value in the future optimally, who and where are you in that future, what are you doing and how do you create such value sustainably?

The what of the future

'What do you want?' is the most difficult question to answer if it refers to one's future. At the same time it is the question that is most natural to life. It sometimes just needs a polishing up of some ideas in order to be answered, but at other times it needs very careful attention and a profoundly considered approach in order to create a new future that is nevertheless still connected to one's core. It needs a process.

As senior strategy consultants we offer that process, and can guide you and facilitate you to generate your own individual and unique answer to this question of what it is that you aspire to. The process enables you to find out what attracts you into the future and what inspires and drives you in life, and we support you in unlocking your potential for growth not only for yourself but also for the benefit of all stakeholders. One can only preach what one practices, and you need to be inspired to be inspirational for others. What is and wants to become will be identified and clarified, and what should not be or is no longer of value can therefore be left behind, creating the space to fully embrace what is, what wants to become and where you can best contribute.

The how of the future

Not only is the *what* of your future crucial, but also the *how*, how you approach your future. If you imagine continuing to think and act as you have been doing until now, most likely you will harvest exactly the same in the future as you have in the past. Development and growth requires a vision that both inspires you forward and helps you navigate the emergence of your optimal capability. How does one do that, how do we become all that we are capable of becoming, how do we unlock our potential growth, knowing that we carry unique capability within us?

The outcome is a new positioning

In dialogue with others, and giving and receiving unbiased feedback, you will shape both the what and the how of what attracts you into the future, and how you will create value in a way that what you do is coherent with who you truly are, and belongs to your core. And you will find your way to lead yourself towards your own peak performance. The outcome will be a new positioning.

Envision the Future & Go for It

What we offer is a process to design a vision that is alive, that is coherent with your core, that embraces your purpose, and that will be feasible to implement in reality. We teach you how to navigate emergence. We call this process Envision The Future & Go for It.

In the workshop we focus on your capability, facilitating you in becoming conscious of it and growing it. We support you in being explicit and exemplifying what you want instead of focusing on what you do not want or no longer want. Instead of 'planning', 'waiting' and 'dreaming', we offer you 'envision the future and go for it' as a fourth approach to relate better to a future in which you can fully grow and express the capability that you carry within. Clear and vivid imaginations of the future generate a strong magnetic effect, and motivate us to move towards them. Once you have integrated the methodology you can use it wherever you want for whatever questions you want, and you will experience how your work and life can be optimally formed and organized, and can become even more meaningful and productive.

Future images: from abstract to concrete

It is both productive and joyful to pull ourselves into the future by means of inspiring ideas and attractive imaginations that can determine our direction. **It is our task to imagine what we really want**, *making concrete* those possibilities that are hiding in the future for our organisation, our team and our lives, and to develop a strategy to make these possibilities come true. We can only start to build a house after we have developed an idea of what kind of house we wish to build, and once the construction plans are ready. So it is with building our future.

Looking into the past it becomes clear that all of the small and large victories of human beings started as ideas and images of the future in the imaginations of people. ***That is why we have developed the ENVISION THE FUTURE PROGRAMME especially for business people and leaders of organisations.***

THE PROGRAMME, *ENVISION THE FUTURE & GO FOR IT*, is a developmental process

We know that if we wish to change our work and to optimise its quality, the art is to first change ourselves. That is why we have put together in this workshop the following themes so that you will be able to learn and then incorporate the necessary skills and competences needed for making the future a reality:

Managing Imagination and Future

Expanding your palette: the development of old and new abilities of imagination and inspiration.

- Working with imaginative strength: training, application, its possibilities and limitations
- The art of posing the right questions
- Dream, fantasy, plan and future image: their similarities and differences
- The (re)discovery of your intuition
- The art of ideation – perception, reflection and letting go

Managing Transformation and Transition

Finding your red thread: what leads me? What do I lead? What would I like to lead?

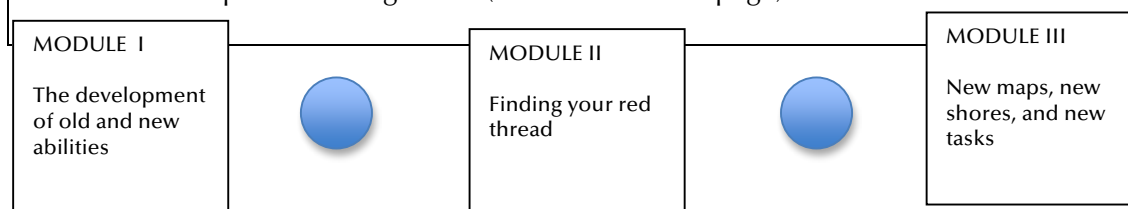
- My own work-biography and identity, then and now
- My basic attitudes, my values and my conflicts of values
- The space in my life for inspiration and resources
- The future and me: what gets me moving, what do I see, what do I not yet see?
- ENVISION, Design, Perform: design a process for your own development (with the Iterance® architecture)
- Overcome your own implicit and explicit boundaries and in doing so create room for new peak performances

Managing Mission and Making a difference

New maps, new shores, and new tasks: to value the old and bring the new into being.

- Rituals for taking one's leave, welcoming the new, and re-discovery: what I don't want anymore, the new things I'd like, and what I'd like to do again
- The process of vision building – discovering my mission, finding my way, connecting with myself and with others. (The Stellar methodology will be used to help you to anchor your vision into reality, in your day to day working practices.)
- Myself and society: how will I bring my vision into the world?
- Myself within the context of the whole organisation
- Redefining my own identity and the identity of my organisation (with the Stellar® architecture)

The workshop ENVISION THE FUTURE & GO FOR IT consists of three two-day modules and in between twice a coaching conversation by telephone (blue dot). During the periods in between the modules, the methods and ways of working can be applied in day-to-day practice, further worked upon and integrated. (For dates see last page)



Your investment

€ 3.500, -- per participant, excluding vicinity & hotel costs

Extra support

Support to redefine your capability to create unique value at peak performance is offered through an in-depth interview on the basis of the Stellar identity framework and process. Such a private interview with an expert in this field will take half a day and will cost 900 euro. The outcome will be offered to you in the form of a completed Stellar with twelve clear and coherent definitions describing your identity. The functionality of your Stellar is that if you use it prior to designing strategies and decision making, it operates as a compass and benchmark for conscious navigation towards your peak, in everything you think and do.

Location

Hampshire Hotel – De Arendshoeve
Molenlaan 14, 2861 LB Bergambacht, The Netherlands
Tel.: +31 (0)182 303 100
Fax: +31 (0)182 303 103

If you would like to receive more information or if you have any questions, please feel free to call, write or make an appointment. We are looking forward to giving you any advice you may need or to supporting you in taking a decision.

Twelve reasons to decide to take part in *ENVISION THE FUTURE*

Companies and organisations choose the ENVISION approach

1. to improve the quality of current working processes and to create physical and psychological room for new peak performances.
2. to be able to work anticipatively in the area of organisational development and Human Resources.
3. to improve and renew the cooperation throughout the whole organisation.
4. to stimulate leadership and self-management throughout the organisation.
5. to stimulate the senior 50+employees to manage their own development and to continue to add value in a manner that meets today's needs of both the organisation and themselves
6. to support people to find their new destination in case of reorganisation or dismissal.

Individual participants have the chance to further develop their personal competencies and

7. will find what is of value to them, what they carry potentially within and
8. how to best integrate the development of this potential in their future working life
9. will learn how to manage from the future and
10. will experience the constructive and dynamic interaction with others who work from the future towards the present
11. their development will have its effect on their organisation and their work, irrespective of whether or not they have taken visible steps in their development.
12. their final future image, that arises during the ENVISION process, will work like a magnet and this combined with many small daily activities will form a field of power together.

ENVISION THE FUTURE & GO FOR IT is innovation and interaction

Innovation stands or falls with the interaction between people. A special way of interacting is one of the core qualities of the ENVISION process: observation without judgements, reflection and giving unprejudiced feedback. In this way we create room for new ideas and innovation.

Examples of organisations and people who have benefited from ENVISION.

- B/CPP Dutch Inland Revenue Centre for Process- and Product development
- Municipality of Rotterdam The Netherlands, Leadership Programme: Management Doorstroomprogramma and Management Talent Programma
- Province of Overijssel, The Netherlands, Team Public Government
- Shell Sales Company (using the Envision methodology as the core approach)
- Workshops with open subscription: The Netherlands, Germany, Workshops for CEO's, open subscription: Brazil
- Workshops for consultants, Instituto Ecosocial Brazil
- Rummelsberger Hilfe für Junge Menschen Germany
- O' Boticario Brazil
- Rijkswaterstaat Waterdienst The Netherlands
- Ministry of Infrastructure and the Environment, Aviation and The Environment
- TNO innovation for life

Organisational development & individual development

The ENVISION methodology is being used in whole organisation development and in personal coaching of individuals.

The English speaking ENVISION Team:

Kathelijne Drenth (The Netherlands) is the founder-developer of Envision the Future & Go for It. She studied European studies and Philosophy in Amsterdam. She is the founder and director of The Twelve B.V., an international strategic management consultancy. Kathelijne has been working as a senior strategy consultant and coach for a number of businesses and organisations all over Europe and Brazil, co-creating together with clients, designing and leading whole-organisation change programmes in organisations, designing Masterclasses and workshops and coaching executives. Whole-organisation innovation through co-creation and the magnetic power of imagination is her core business in empowering individuals and organisations to co-create the future of their organisations and its products and services for the benefit all stakeholders. She is co-developer of Stellar®, a whole-organisation framework that defines the unique value that an organisation supplies to market, and developer of The Iterance® architecture of whole organisation co-creation.

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Mavis Carrilho (The Netherlands)

Connecting: increases involvement and is related to mirroring.

Ultimately it is all about the marbles, of course. But even more interesting for me than the marbles is, the game in having won them. You can really change a situation by the way you approach it, i.e. concrete and realistic. Calm and good. Respectful, connecting and straight forward, always searching for a foothold, for an insight or a change. That game is very important for me. To head full speed to the backbone of your organisation, rearrange something and grow together. Not for the sake of change but for the result: a dynamic, professional, goal orientated company that basks in confidence.

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Belinda Heys (United Kingdom) is a work performance coach and organisation development consultant who has worked with individuals and groups on questions of career development for over 20 years. Her approach to career development is both intuitive and practical. She aims to support people in finding a next step that is just right for them. Assisting individuals to develop confidence, resilience, mastery and well-being is a thread that runs through all her work. Belinda works as a researcher and consultant with and between organisations mainly from the public and non-profit sectors. Her projects often involve consulting and involving stakeholders and communities in areas as diverse as public art installations, renewable energy and facilitating access to the countryside.
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E-mail: heys@thetwelve.eu

Lucinda Leachman (United Kingdom) is trained in psychotherapy, management consultancy, storytelling, and the teaching of speech and drama, with a view to developing a career in coaching. Her focus is on how we recognise, identify and express what might be described as our soul or higher self, our source of all that is most powerful, creative and life-giving within our lives. Her particular interest is in clarifying what is preventing us from becoming our fullest selves, and what might help us to make successful progress in that direction.
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I hereby confirm my participation in the Workshop series *ENVISION THE FUTURE & Go for It*

Dates:

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Place:

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- I cannot take part at this specific moment but please send me information regarding other dates in the future.
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City and date

Signature