

Making teams work

D4 - Developing and crafting teams



Festival of Connecting
Advanced workplaces for advanced business
Wednesday, September 9th, 2015



Everything you always wanted to know about ...



Teams?

(Hollenbeck et al., 2012; Lee et al., 2015)



Authority differentiation

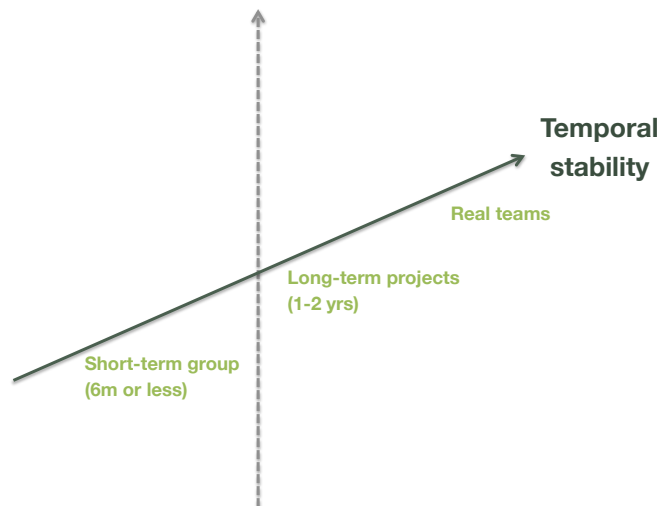


Teams?

(Hollenbeck et al., 2012; Lee et al., 2015)



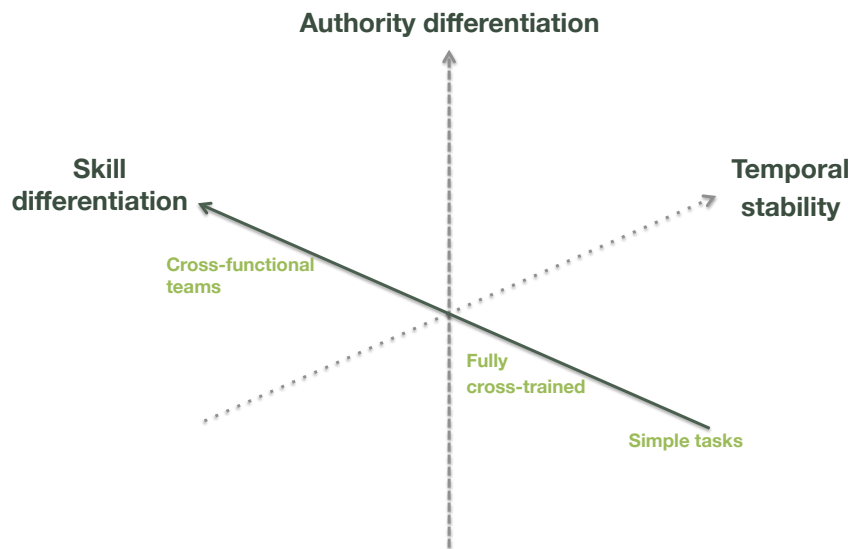
Authority differentiation



(Hollenbeck et al., 2012; Lee et al., 2015)



Teams?



Programme



- * Welcome
 - Lieven Eeckelaert (Flanders Synergy)
- * Productivity & teams
 - Pascal Pollet (Sirris)
- * Employability & teams
 - Luc Dorenbosch (TNO)
- * Conclusion
 - * Lieven Eeckelaert (Flanders Synergy)



Productivity & teams

Pascal Pollet (Sirris)



**Making teams work:
developing and crafting teams**



driving industry by technology



Classic management approach

Analysis &
design



Implementation



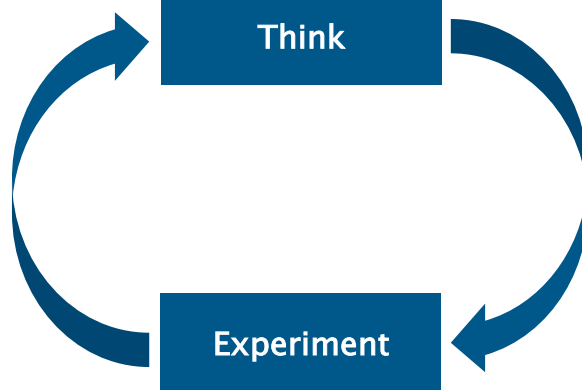
driving industry by technology



let's work together

Learning cycle

Think



Experiment

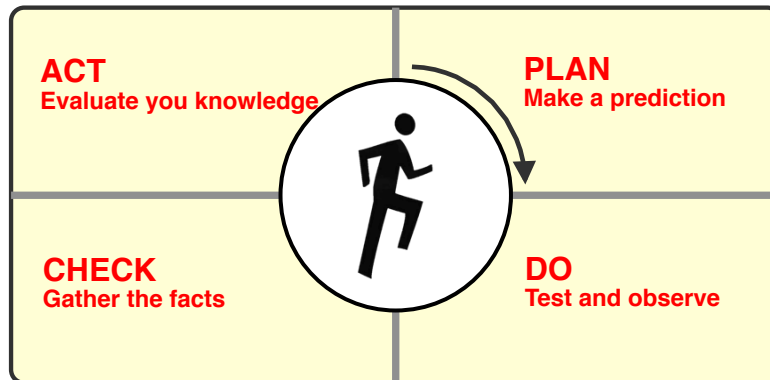


driving industry by technology

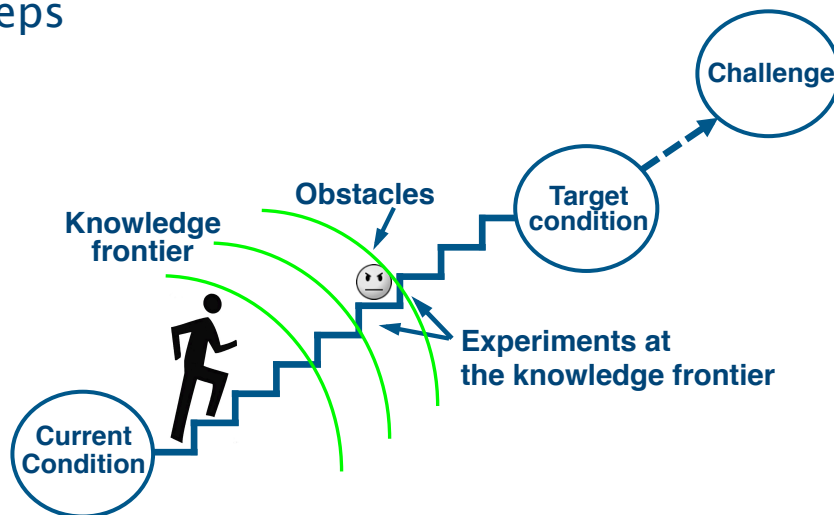


let's work together

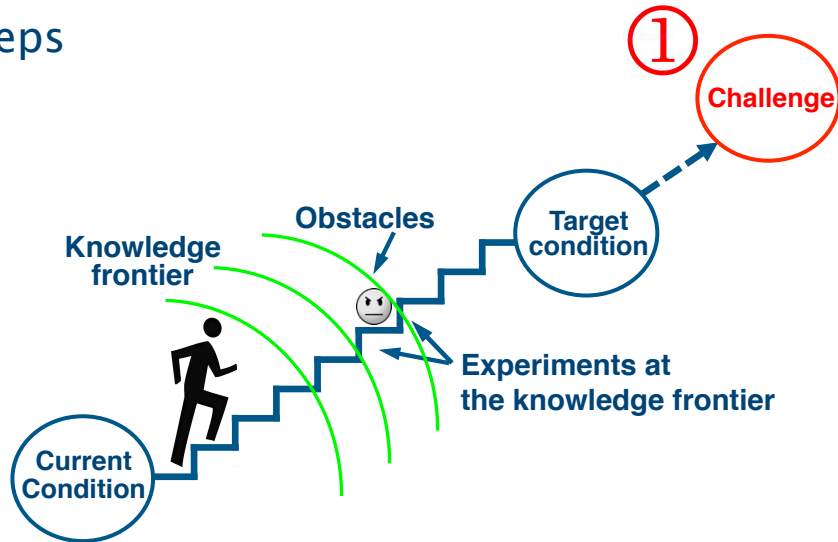
Learning cycle



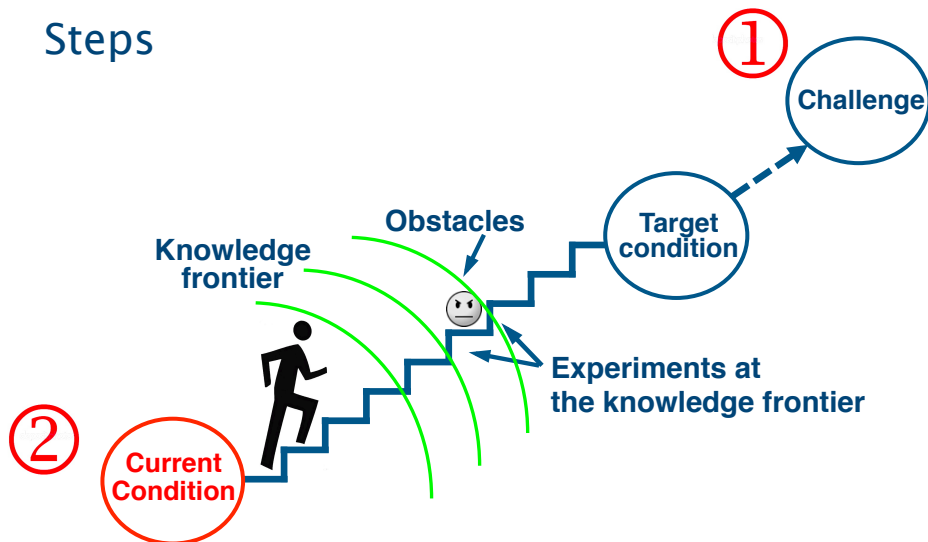
Steps

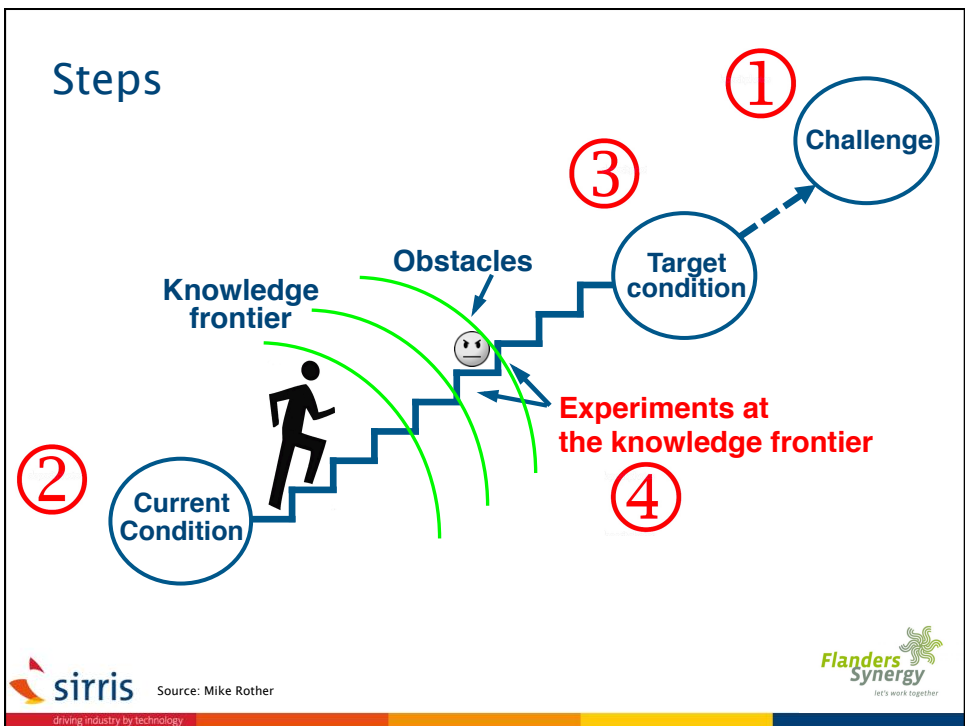
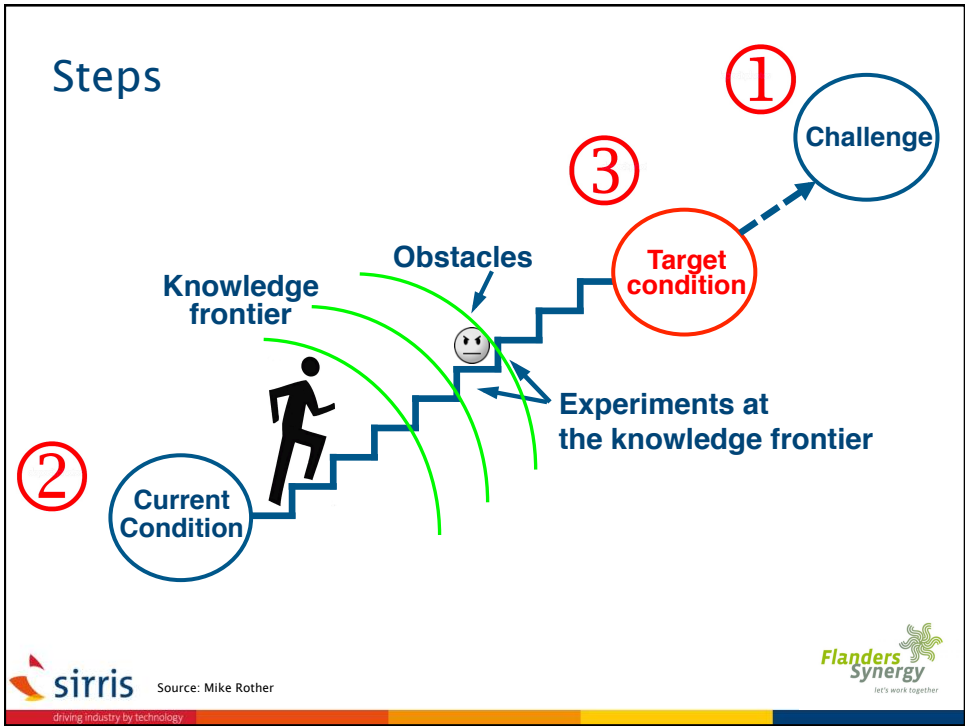


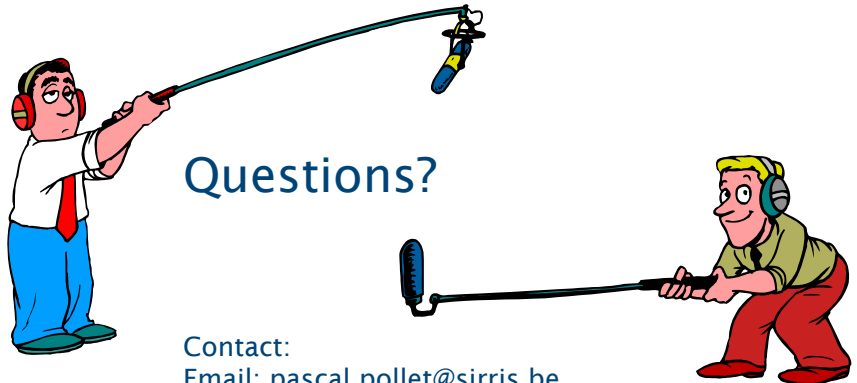
Steps



Steps









Questions?

Contact:
Email: pascal.pollet@sirris.be
Tel: + 32 498 91 94 60



Employability & teams

Luc Dorenbosch (TNO)

**MAKING TEAMS WORK
DEVELOPING AND CRAFTING TEAMS**

DR. LUC DORENBOSCH
TNO / de baaningenieurs.

TNO



SLEUTELN AAN BANEN

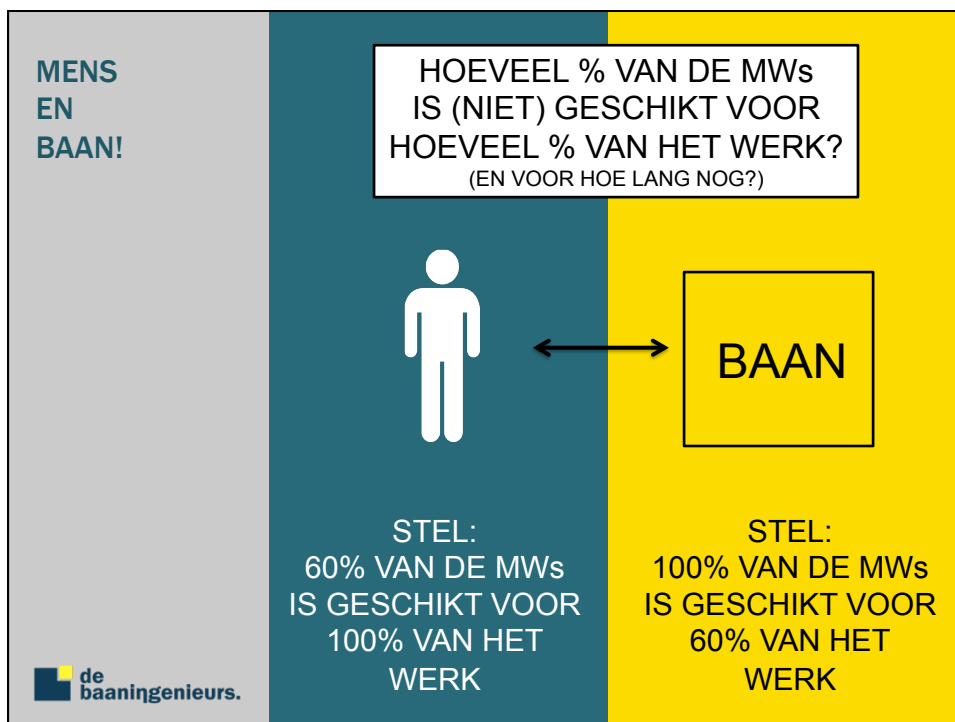


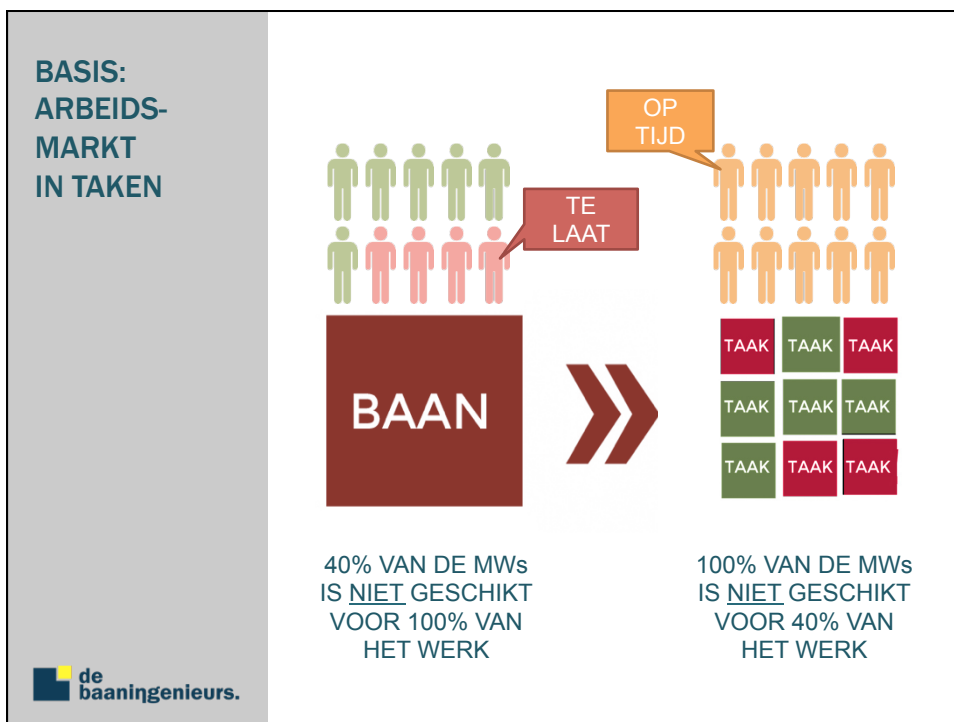
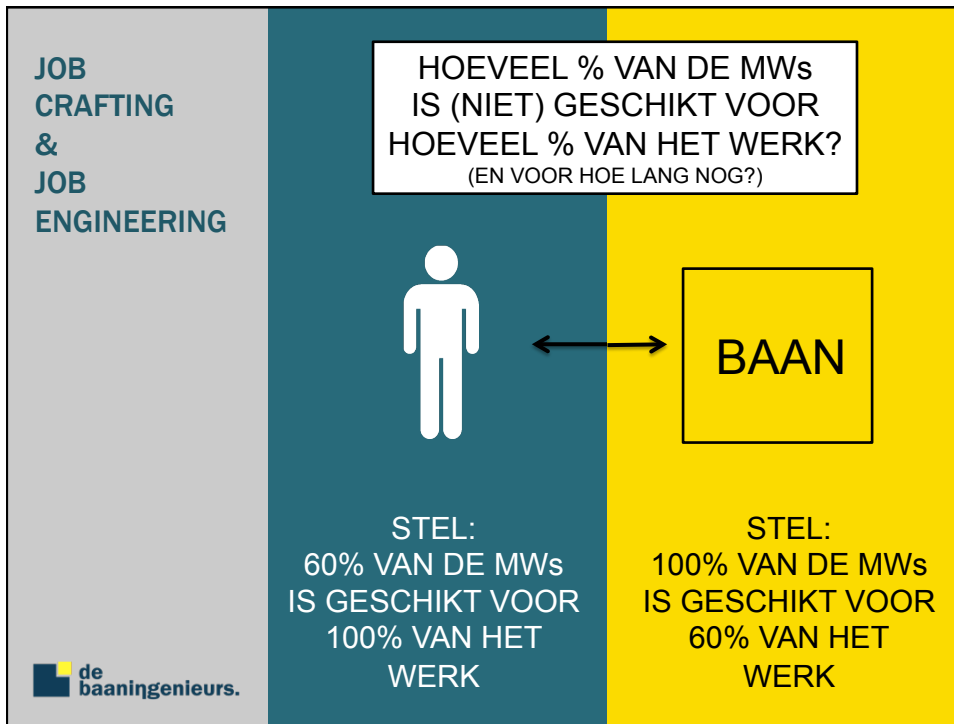


IN DE PERS

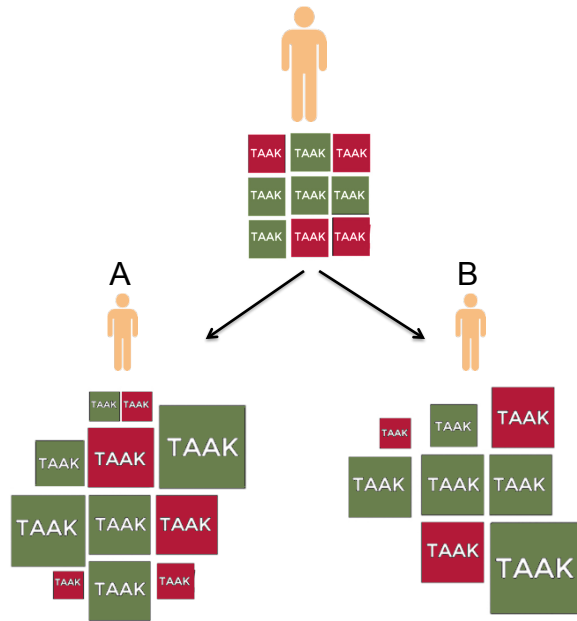






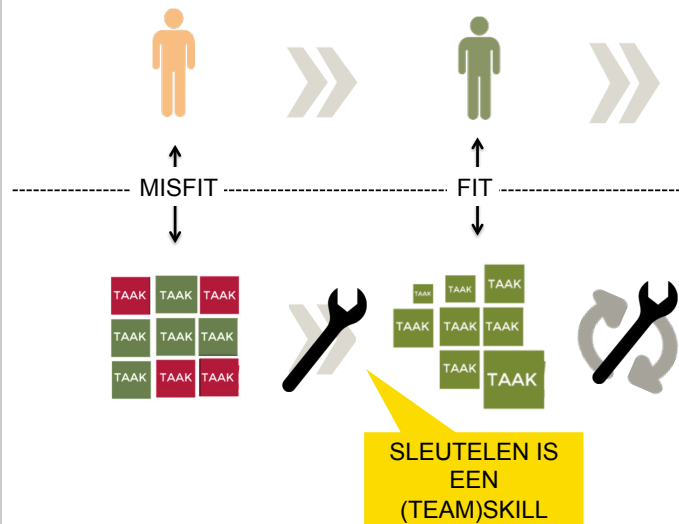


**INDIVIDUELE
VERSCHILLEN
IN TAKEN EN
TAAKMATCHES**



de
baaningenieurs.

**TEAM
ONTWIKKELING
BLIJVEND
PASSEND
WERK VOOR
IEDEREEN!**



de
baaningenieurs.

TEAM CRAFTING =
IN TEAM
HERVERDELEN/
BEVORDEREN
VAN TAAK
MATCHES



ULTIEME DOEL
TEAM CRAFTING

100% VAN DE MWs
IS GESCHIKT VOOR
100% VAN HET WERK

 de
baaningenieurs.

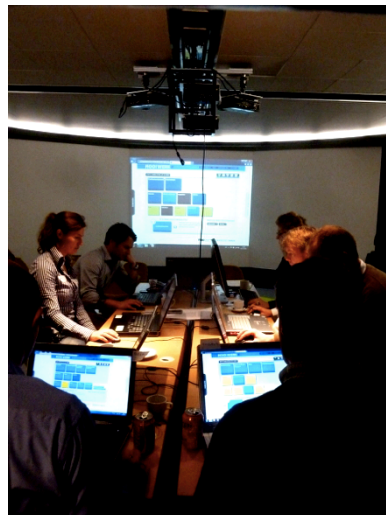
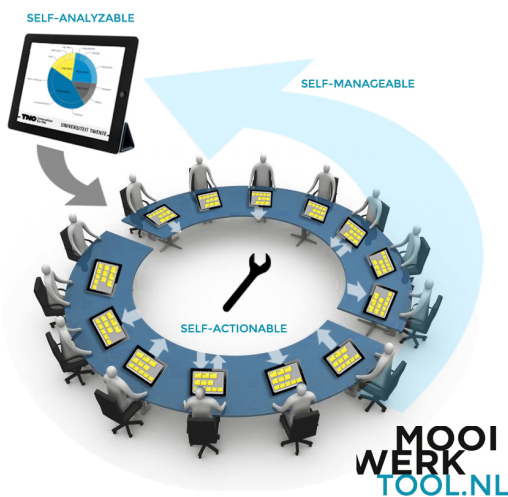
TEAM CRAFTING =
VERSCHILLENDE
TECHNIEKEN

 de
baaningenieurs.

TEAM CRAFTING HOE PAK JE DIT AAN?




→ TAAKDIAGNOSTIEK




TNO UNIVERSITEIT TWENTE.

MOOIWERK



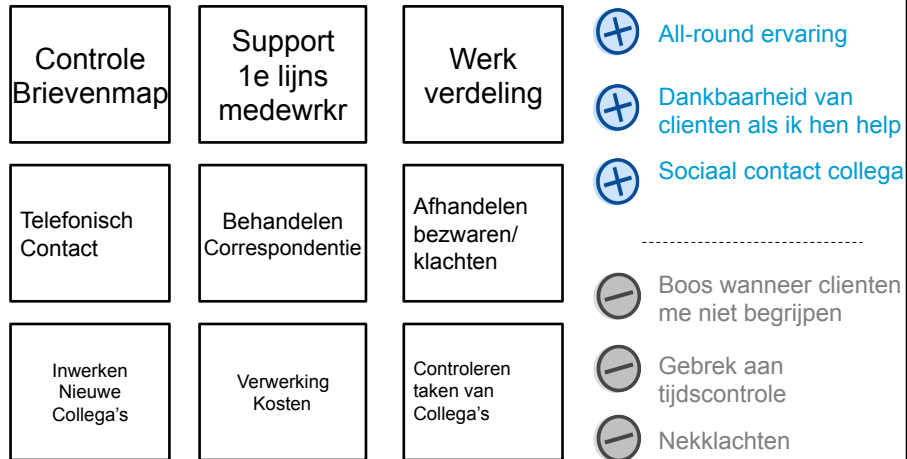
TNO UNIVERSITEIT TWENTE. **MOOIWERK**

ANS | 52 jaar |
27 jr in dienst



TNO UNIVERSITEIT TWENTE. **MOOIWERK**

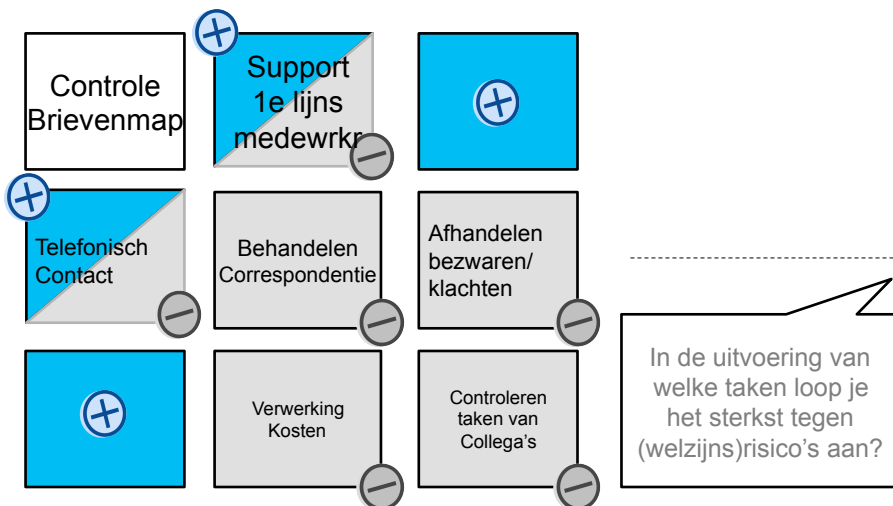
DE TAKEN, WENSEN EN RISICO'S VAN ANS



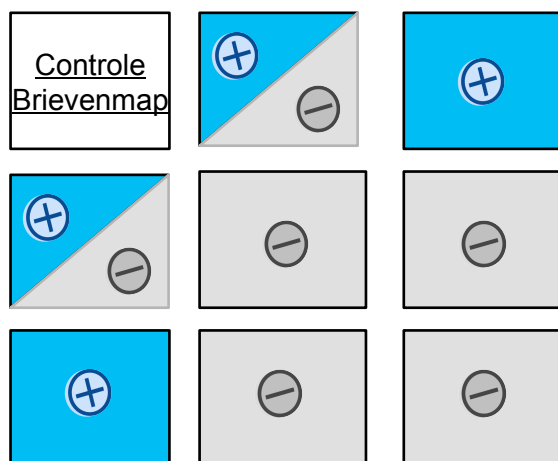
DE FITTENDE TAKEN VAN ANS



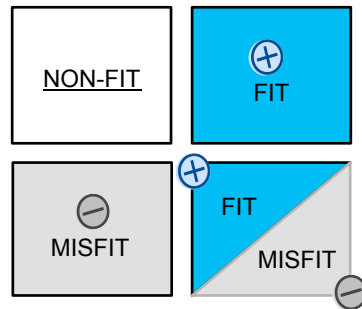
(MIS)FITTENDE TAKEN VAN ANS



DE NON-FITTENDE TAKEN VAN ANS



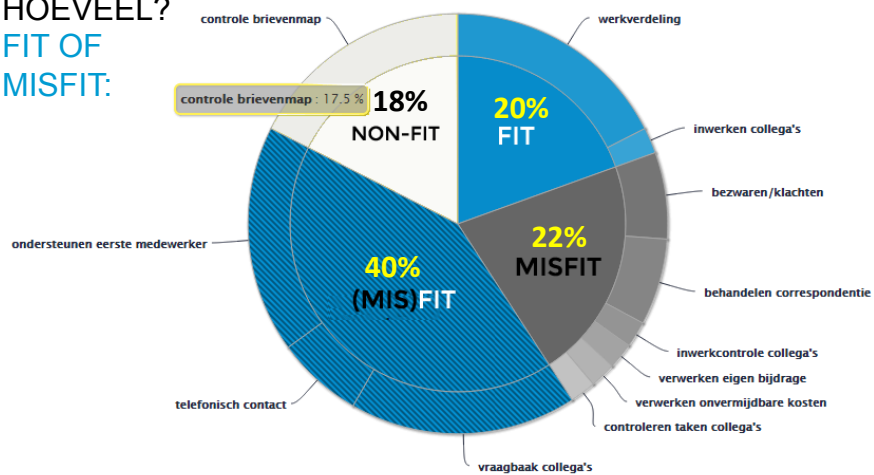
TAAK TYPOLOGIE



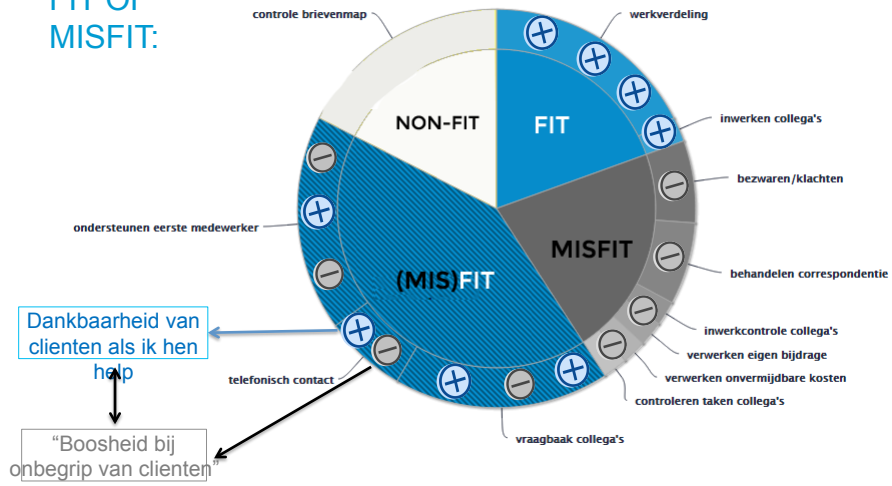
PROPORTIE WERKTIJD DIE WOR
BESTEED AAN:

- (1) FITTING
- (2) MISFITTING
- (3) (MIS)FITTING EN
- (4) NON-FITTING TAKEN

HOEVEEL? FIT OF MISFIT:



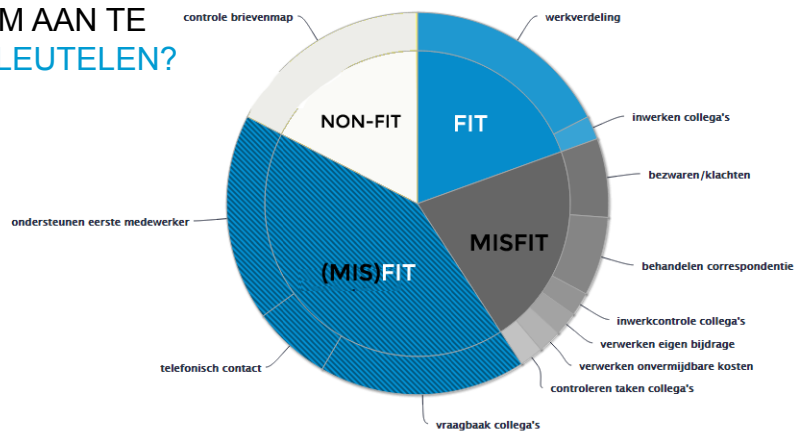
WAAROM?
FIT OF
MISFIT:



TNO UNIVERSITEIT TWENTE.

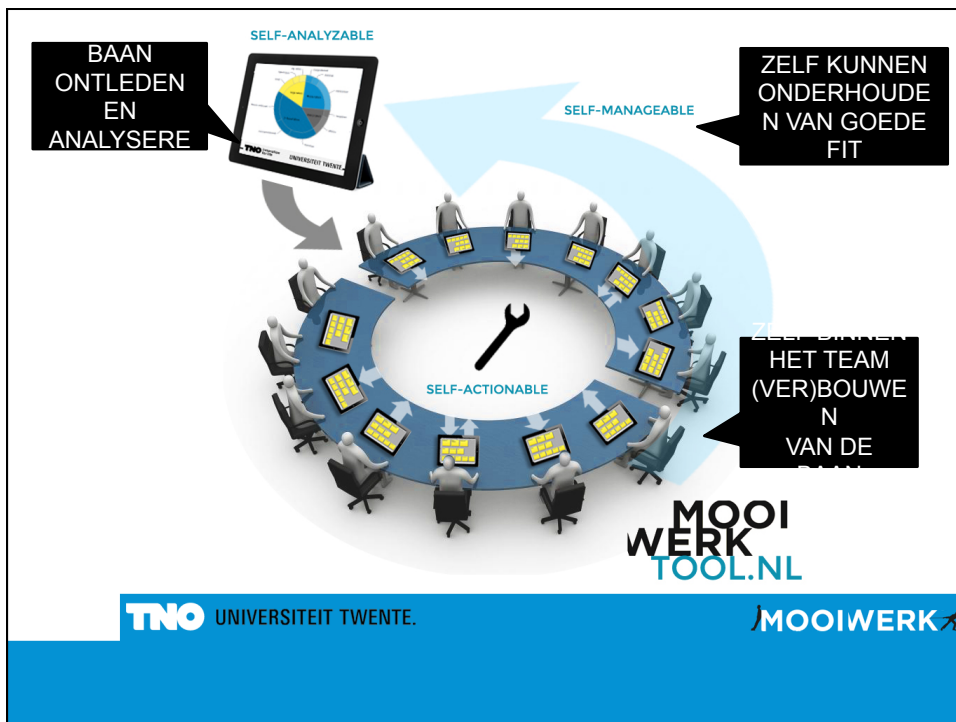
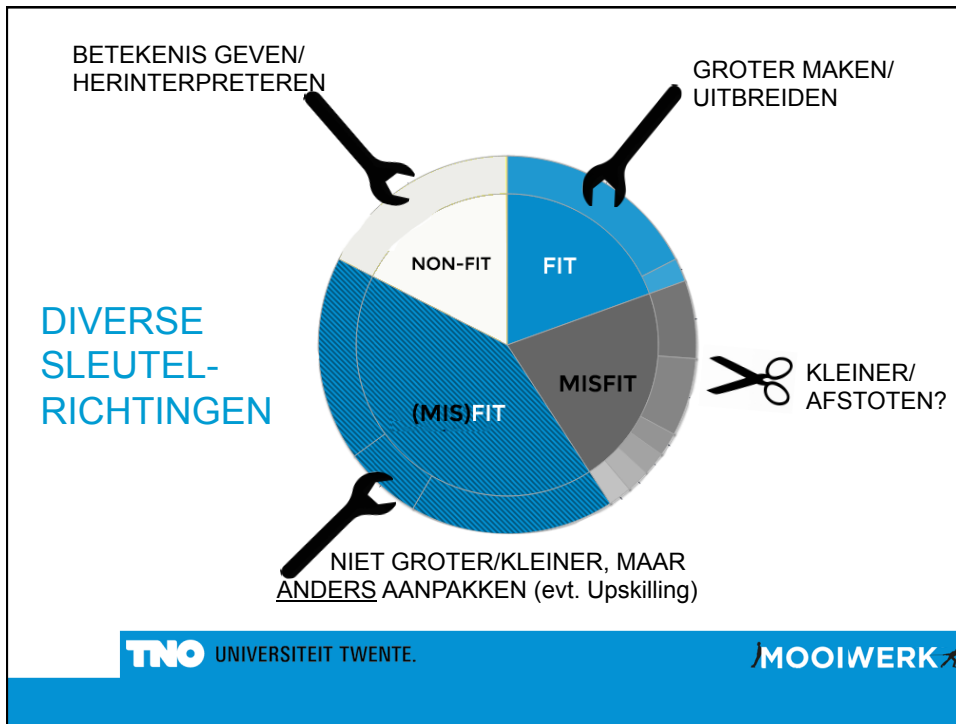
MOOIWERK

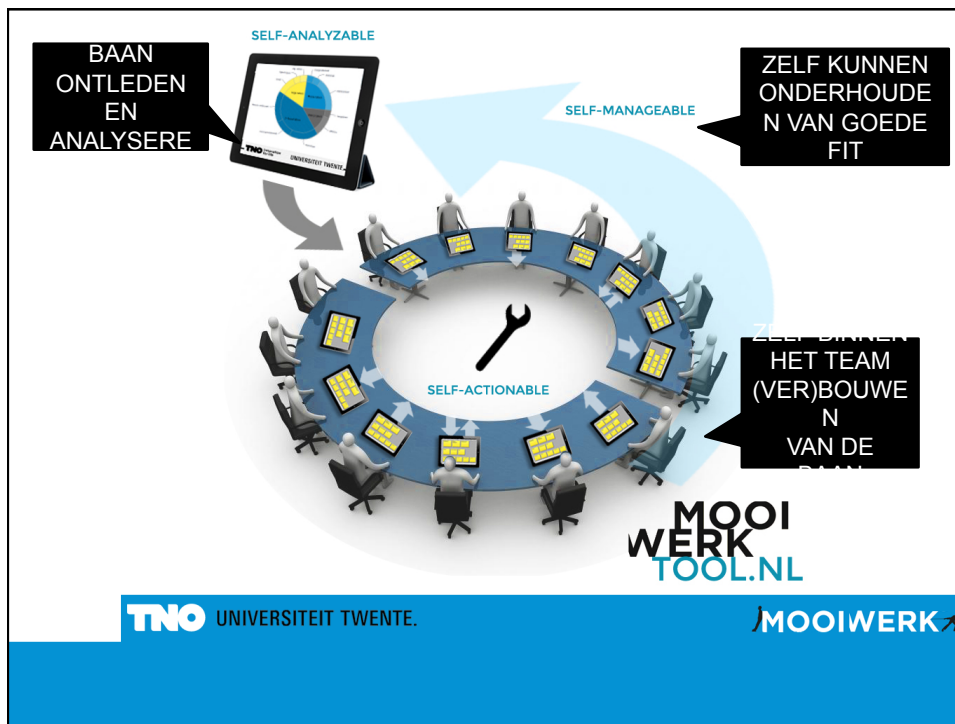
WAT IS SLIM
VAN ANS
OM AAN TE
SLEUTELLEN?



TNO UNIVERSITEIT TWENTE.

MOOIWERK





TEAM CRAFTING CONCLUSIE

- In praktijk iedereen diverse handicap-kaartjes
- Maar ook sterkte, interesse en wensen-kaartjes
- Team-output is zo sterk als de zwakste schakel?
- Team-werken is zo plezierig als de beste matches!
- Team crafting niet altijd vanzelfsprekend:
 - Men heeft het niet over dreigende misfits (trots)
 - Individueel werk, wensen, risico's niet zichtbaar
 - Beperkt beeld van teamcrafting-technieken
- Erken dat medewerkers in teams verschillen
- Maak gebruik van die verschillen
- Team crafting is een teamskill waarbij teamleden in staat zijn elkaars inzetbaarheid te waarborgen

 de
baaningenieurs.

www.debaaningenieurs.nl

PRODUCTEN

DANK!



**MOOI
WERK
TOOL.NL**
TEAM CRAFTING APP



**MOOI
WERK
TRAINER**
TRAIN-DE-TRAINER

TNO UNIVERSITEIT TWENTE.

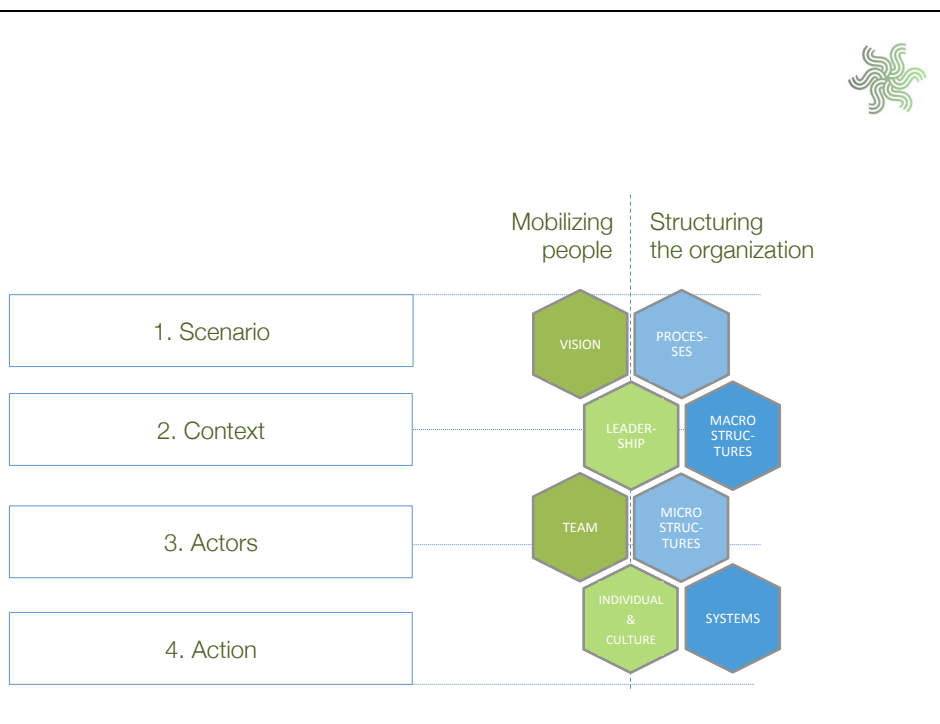
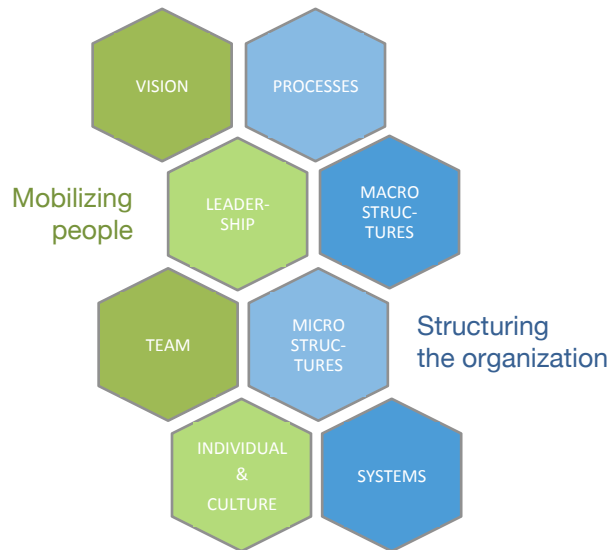
MOOIWERK 



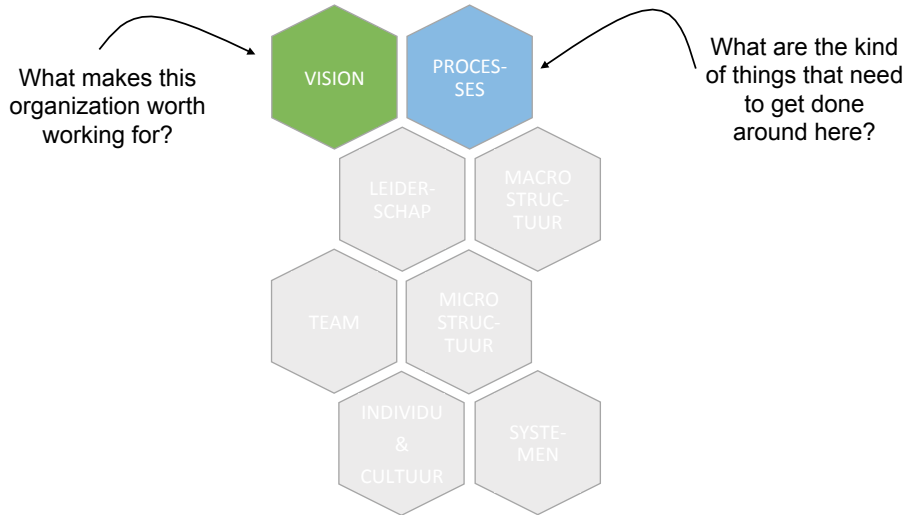
Conclusion

Lieven Eeckelaert

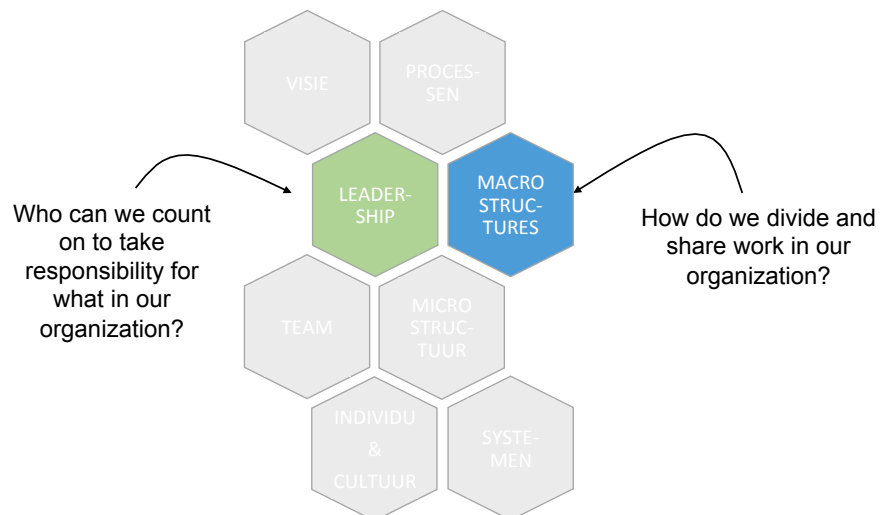
Workplace Innovation Roadmap



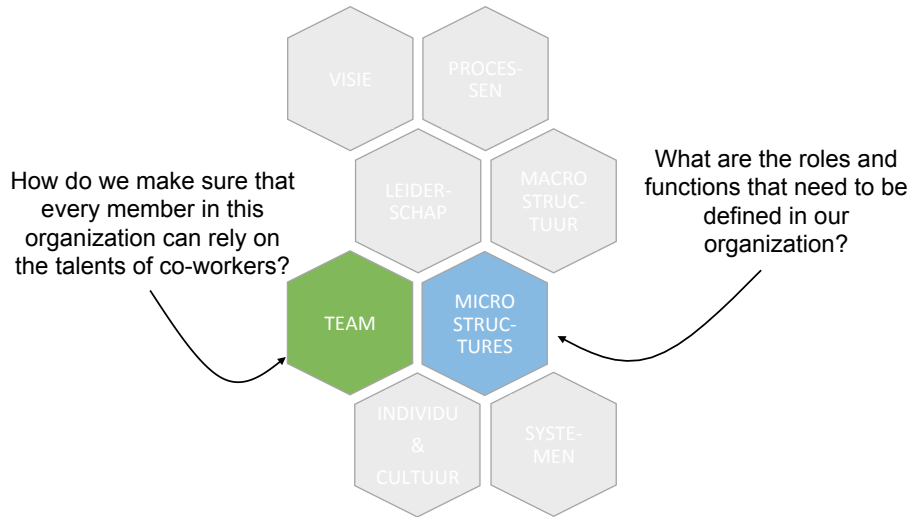
1. Scenario



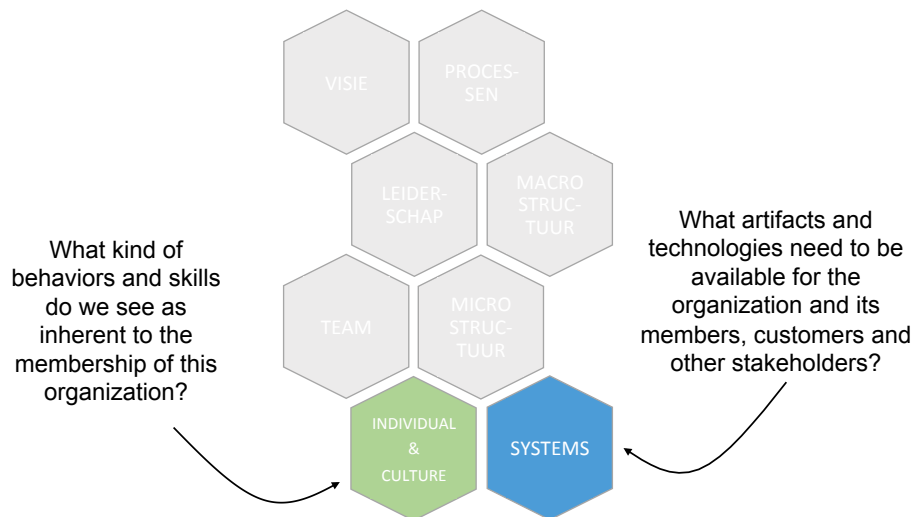
2. Context



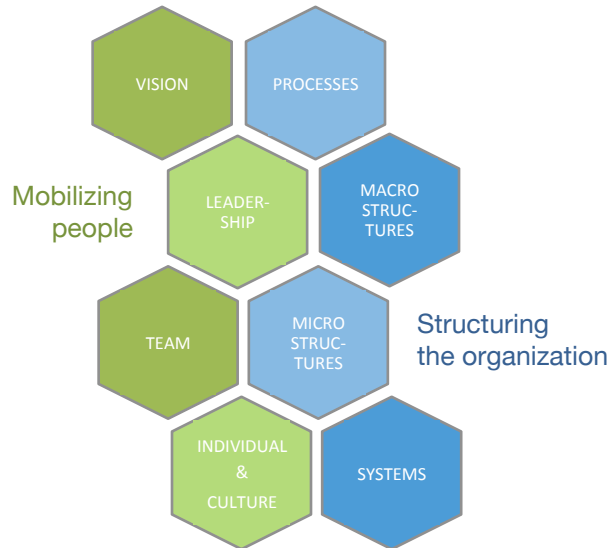
3. Actors



4. Action

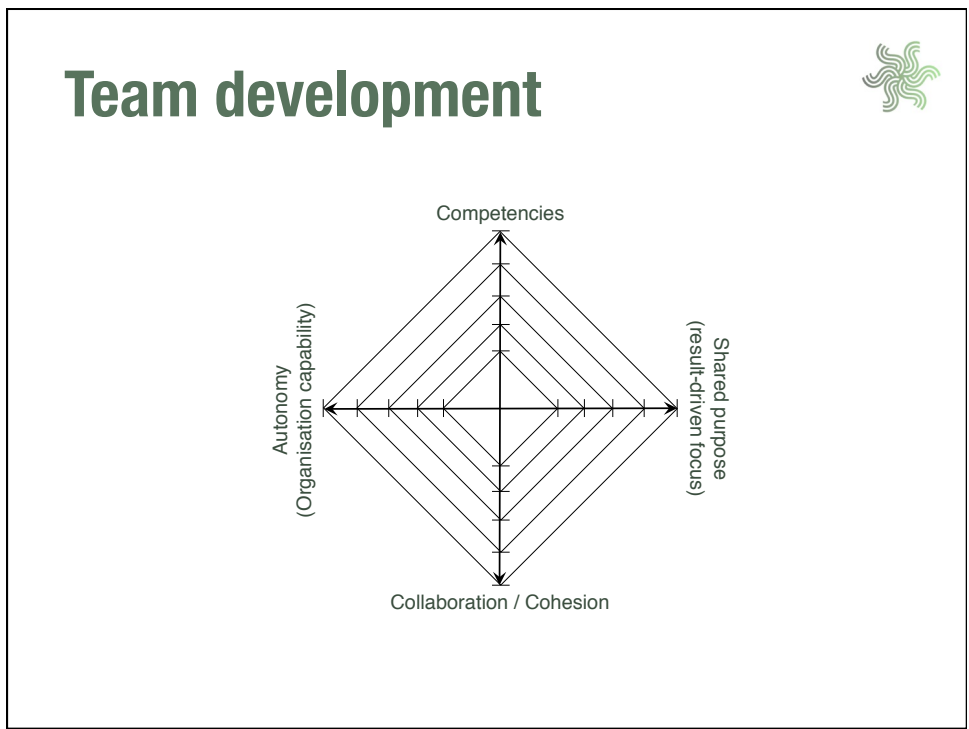
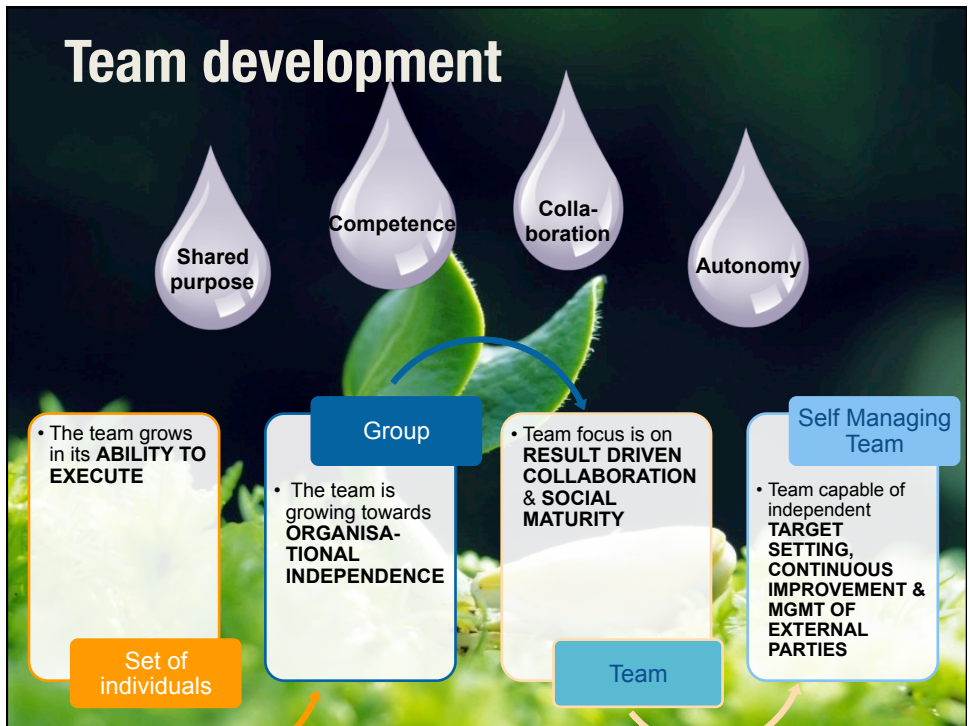


Workplace Innovation Roadmap



Team principles - Areas of growth







lieven.eeckelaert@flanderssynergy.be