

Jeff Staes

PEOPLE

RISICOVREUGDE

2D

HUMAN RESOURCE MANAGEMENT

Info shortage

study, work, pension

organigram with function
descriptions / silo's

boards / managementteams

curricula / diploma's



CASTING & DEVELOPMENT

Info surplus

life long learning; multiple roles

platforms with competence playlists

boards of inspiration/guidance teams

roles in line with talents and passion

FINANCE

RISICOVREUGDE

2D

FINANCIAL REPORTING

Limited opportunities

profit (short term)

budget

activity based costing

competitive pricing



MANAGEMENT ACCOUNTING

Real options

cash flow

rolling forecast

target costing

value pricing

GUIDANCE

RISICOVREUGDE

2D

VERTICAL MANAGEMENT OF PEOPLE

planning and control

knowledge is power

I know what's best for everyone

trying to prevent learning tension



HORIZONTAL DISTRIBUTION OF WORK

vision and mission

sharing information , inspiration
and passion

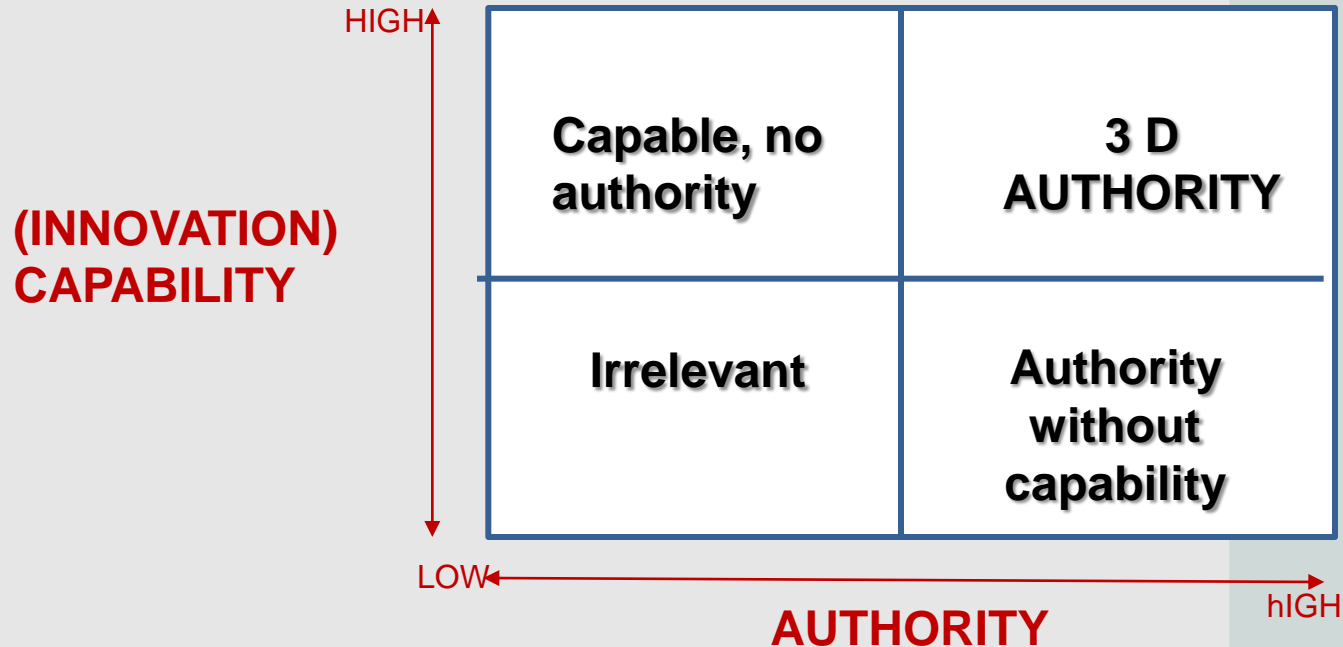
adding innovation power

creating team passion (and the
willingness to suffer together)

Transformation of awareness



ENJOYING LEARNING TENSION



WHAT'S YOUR OWN POSITION IN THIS MATRIX?



Are OD people tour guides with a program or expedition specialists with a mission?



Added value OD

OD is a revolutionary and thought provoking force, helping organizations to reach their full potential in a CSR way