

Carve (Y)our Future® Program



Training 5: Deeper On Culture, Organizational Models & Thriving Organizations

Part Of Building Block 2: Growth

Part Of Cycle 2: Why People Embark On New Adventures

About The Carve (Y)our Future® Program

As a result of our experiences during the missions we conduct with **Vade Ad Cor**, we created the **Carve (Y)our Future® Program**. Via **Inscriptio**, a division of Vade Ad Cor, the program is offered to the market.

Our Goal!

Creating **Value Adding** and **Resilient Individuals...! Why?**

Because when you have enough value-adding and resilient individuals, **you can shape your personal path, help define your company's successes, and overall contribute to tomorrow's smarter world**. These three elements constitute the **Carve (Y)our Future® Program**.

The full cycle is a **Multi-Year Program**, but each training can be followed as a **separate but full-fledged chapter**. It consists of three **Building Blocks**.

- **Foundation:**
 - Year 1, Cycle 1, 3 Trainings, 9 Training Days.
- **Growth:**
 - Year 2, Cycle 2, 3 Trainings, 9 Training Days.
- **Mastery:**
 - Year 3, Cycle 3, 3 Trainings, 9 Training Days.

Where Do You Need To Step In?

This generally depends on the following:

- The development phase you are in with your company.
- The complexity of the organizational and transformational challenges ahead can be tame, critical, or wicked in nature.
- Your own professional development level.
- The human consciousness level you are at, at this point of your life.

Cycle 2: Why People Embark On New Adventures

There are three trainings offered in this cycle.

- **Training 4:** Deeper On Psychological Profiling, Group Dynamics, Communication & Body Language, 3 Days.
- **Training 5:** Deeper On Culture, Organizational Models & Thriving Organizations, 3 Days.
- **Training 6:** Deeper On What Motivates People & Why They Stay Connected, 3 Days.



Why Is This Training Program Different?

- Some of the challenges you are confronted with are not solvable using 'normal approaches', standard methodologies and tools. In fact "Business Transformation", when looked at in its full maturity, is a very broad domain.
- The full program follows a logical pattern, to help you keep your overview and to connect the dots.
- We give you some pre-read work and ask you to prepare your own case relating to the specific training you will be attending.
- We give you a detailed syllabus, but only show the models 'real live' that will help you to get your head (and hands) around the topics you are facing.
- You will also learn how your peers in other organizations are doing and what they face.

Simply put:

We look at your challenges in a **down-to-earth** and **pragmatic way**, allowing **multiple angles**, and using **the experience of the participants** and **the trainer**.

Most of all, **we liberate what is inside you**, but what you don't yet understand or show, **in order to deal with the topics at hand**.

Training Content

The main topics we will handle, refer to and/or look at are:

- Understanding cultural differences globally. Using this knowledge to fast and slow scan an organizational culture, and the impact on the upcoming change process.
- Do you understand the informal organizational chart? Is the leadership willing to change? How strongly do "inferred experiences" still play?
- What is the degree of organizational trauma and is the root cause internal or external in nature?
- Diving deeper into cultural content and organizational subcultures. How artifacts explain part of the organizational culture.
- Intro to various organizational models, such as the Organizational Atmosphere & Vitality model, the Competing Values Framework, the Mechanic & Organic Culture, the Resilience Indicator, etc.
- Deeper on values, cultural entropy, and its impact on organizational performance and sustainable success.
- Who you hire, fire, and promote explains your organizational culture. How the executive team leads the way in this, is key...!
- Key organizational laws that you need to understand.
- Some models that can help you, to stay focused on your organizational growth path.
- How to allow living systems to grow and thrive?

Facilitator

Marc Van Obberghen, Strategic Transformational Leader & Seasoned Organizational Guide.



Target Group

- Business Analysts, Project Managers, Program Managers, Quality Assurance Managers, Change Agents, Facilitators Of Transformation, Organizational Designers, and Business Coaches.
- HR Practitioners, Line Managers often involved in projects and/or programs.
- Medior and Senior Level in these fields.

Duration & Dates

- This is a 3-day training.
- Starting at 09.00 am till 17.00 pm. **Precise dates, per period, can be found on our website.**
- **The training material is in English. The training however is given in the Dutch language.**

Price

- **€ 2.180, Excl. VAT.** Including drinks, lunch, one book, the training material, and additional reading material.
- This training can be followed, using the **KMO Portefeuille**.
- Our License Number is **DV.O216943**.



Location

We try to use a training location in the center of the regions where the trainees come from.

Payment Condition

The complete invoice amount is due before the start date of the training. And needs to be paid **no later than one month in advance of the start date of the training.**

Subscription

Please visit our website www.inscriptio.be to subscribe. **In case of cancellation, there will be no refunds.** A colleague however can take your place.

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Inscriptio: A division of Vade Ad Cor.

