

Survival kit for professionals in change

Keynote speaker Cyriel Kortleven focusses on everybody's (un)readiness to change. He tackles the avoidance technique of putting a ladder on top of a banana-peel to avoid somebody falling over it. That's probably not the most efficient solution. But it's weird you can find several ladders (rules, habits, assumptions, ...) in almost every organisation. The ladders had an added value in the past but are not relevant anymore in this changing world. Though many times we don't dare to get rid of those ladders because we're afraid of the change.

Making people change in transformations is extremely difficult. Innovating in such environment becomes really hard. For managers & leaders, breaking these fixed thinking patterns of their people is probably the biggest challenge they face. But if they succeed, a lot of things can happen: new ideas; new products & services; more impact; more revenues and less red tape, absenteeism & resistance. In other words: more happy people!

Cyriel explains how you can turn problems into opportunities:

- break your fixed thinking patterns

- dare to go for your **GiGa dream**

- learn methods to explore the world from different perspectives

- get into action and make sure you can fail fast, often and forward by

- applying **NaNo actions**

- get inspired by several tailor-made examples and stories and experience the power of thinking in a **'Yes And Act'-mindset**:

YES Suspend your judgement. Believe.

AND Explore alternative views. Imagine.

ACT Get into action. Experiment.

His keynote was dynamic and interactive creating an open-minded atmosphere. The audience doesn't feel overwhelmed or threatened, they are ready to take action to remove inefficient 'ladders'.

To adopt a creative, entrepreneurial mindset to cope with change Cyriel has developed the Yes And Act manifesto. You can download it here:

http://www.cyrielkortleven.com/wp-content/uploads/2015/08/CyrielKortleven_Manifesto_A4-WEB.pdf