Grant Thornton

An instinct for growth™

Leadership & Team Development Programs

MD&D

MOVIELEARNING
POWERED BY DOUBLE HEALIX

OUR FUTURE

UPCYCLING GROWTH & RESILIENCE

A collaboration of Grant Thornton in the Dutch Caribbean, MD&D Concepts and Double Healix Training & Movie learning.

SITUATION & CONTEXT

OUR TIME HAS COME...

Curaçao is at the brink of a new era. After years of economic decline we have reached a point in time that we're really feeling the pain across our society. Our educational system is lagging behind compared to international developments, the flourishing industries as cornerstones of our economy have slowly but surely disappeared and we haven't found a solution just yet for a successful turnaround.

To move forward, Curaçao needs to revise its foundation urgently. Our situation requires transformational thinking, if we do what we did, we will get what we got. We strongly believe it all starts with our intrinsic drive to contribute to our future which requires courage, personal leadership in all of us and collective goals that forge our efforts as a team towards a beautiful future for Curaçao.

Countries and cities which do not pay sufficient attention to the ongoing digital revolution are at risk of falling behind in the regional and international competition with all the negative consequences for the development of their economy and the society in general. In this regard the Council of Ministers of Curaçao adopted an Innovation Policy on March 22, 2017, to promote sustainable economic development by stimulating innovative projects and processes that should strengthen existing activities in Curaçao, promote economic diversification, and improve the regional competitive position of Curaçao.

The vision of Curaçao as a "Smart Nation" is based on the concept of a country using modern IT-solutions to provide the necessary services to its citizens in multiple policy areas.

The concrete mission is to follow an integrated approach for the further development of Curaçao in the direction of a "Smart Nation". This mission is to be carried out by an inclusive platform consisting of leaders of the public sector, private sector and knowledge institutions in Curaçao.

INCLUSIVE LEADERSHIP...

Society is changing significantly. Old securities are disappearing, the era of 'Me' is coming to an end and instead purpose, values and interactivity take a central position in the workplace of tomorrow.

This means that leadership development and organizational change can no longer be designed in a top-down manner, but have to be designed based on a community of stakeholders. Key words are 'facilitating, serving and value driven' leadership. This involves supporting communities of motivated people who bear the responsibility for organizational development and who (inter)actively shape their own development. Leaders and employees want to make their views known and they want to share them. They are looking for common values, as basis for their contribution. After all, it is becoming increasingly clear that, for the complex changes we are facing daily, group intelligence is more effective than the intelligence of one individual leader.

Giving trust to the new generation is central. How do you make sure that the people in the organization achieve maximum performance with pleasure and devotion? How do you make sure that you have a serving attitude without unnecessarily effacing yourself? How do you make sure to get good serving leaders as successor(s).
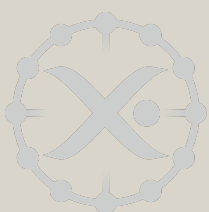
...EMBEDDED IN A HOLISTIC MODEL

DOUBLE HEALIX

THE DOUBLE HEALIX MODEL FOR HUMAN DEVELOPMENT AND LEADERSHIP WAS DEVELOPED WITH THE AIM OF CONTRIBUTING TO THE FURTHER ENRICHMENT OF INNER AND SOCIAL LIFE.
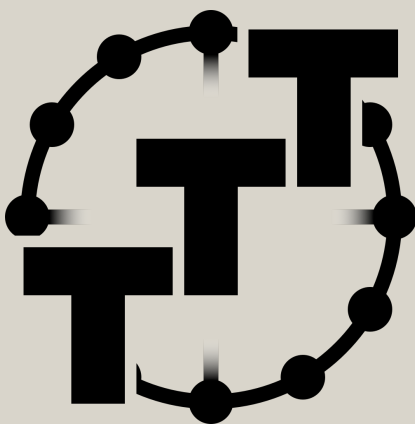
Triple-T Team Development model

We are convinced that the combination of leadership and team development will foster collaboration, gain agility and drive engagement. By using the unique MovieLearning method, it will lead to an overall better performance of your organization.

The Double Healix model is based on 'The Hero's Journey' from Joseph Campbell. The twelve phases of The Hero's Journey can be regarded as referring to our lives as a whole, but also to smaller cycles in our personal development. These cycles are passed through repeatedly and, one hopes, at an increasingly higher level of awareness, responsibility, and compassion. The journey represents a helix moving upwards towards wholeness (helix + healing = healix).

Team leadership has for decades meant that there is one leader in a team. But recently we have seen that every team member starts exercising a form of leadership in a certain phase of the team development process. Team members start to take more responsibility for the team and the larger context in which the team operates. Sometimes the smallest contribution appears to have the greatest effect. Leadership is then not a static function of one person, leadership is an influence that we can all exercise. Team leadership means even more: take responsibility for your own process, but especially for the entire team. Focus on each other, learn from each other, give and receive feedback, take the lead, and thereby get the best out of the talents of all team members. Teamwork then becomes leadership development and collaboration becomes an exciting and educational journey.

...TRANSFERRED BY MEANS OF MOVIELEARNING

According to scientific studies, the verbal content of a message is able to convey less than a quarter of the information of human communication. If you want to truly affect someone or if you want to know what is truly being communicated, it is wise to pay more attention to image and tone. Film provides the full communication, images and language. Scenes can be studied since you can rewind the shown reality and view it again. Visual communication has much more impact than the written word. A well-picked three-minute movie clip often illustrates an issue much better than three thick books.

The advantages of learning to observe in metaphors are countless. Firstly, it encourages us to step beyond our customary boundaries and to discover new possibilities, for instance by empathizing with unprecedented other lives and worlds. Secondly, we train our emotional intelligence because we start to recognize patterns in various situations. Thirdly, it helps us contribute inspiring stories from other areas of life, to explain something to our employees. The power of a good story is unsurpassed in instructing and motivating people.

LEADERS & TEAMS

PROGRAMS

All Leadership and Team development programs can be organized by means of:

- A short, focused workshop of approx. 4 hours; the purpose of this set up is to introduce participants to the methodology of movie learning and the ideas of the Double Healix and the Triple-T team development model
- A multi-day program for specific targets groups, e.g. all managers in the organization, high potentials or a specific team
- A long-term, sustainable development program, linked to the strategy and business goals of an organization

Characteristics of our programs:

Embedded in the organizational and business environment
Our programs are a combination of theory and practice. They have been developed to complement the business strategy and integrate with daily practice. We strive for a continuous learning process rather than a sequence of modules or a parade of experts. Participants will transfer their learning and experience into the organization and visa versa; they will bring their own leadership dilemmas and issues into the program.

Personal development and continuous learning
In line with the emphasis on leadership as a learning process, our programs build on concepts that help participants take responsibility for their own learning and adopt a learning mentality in their daily practice. Participants will benefit from the concepts of learning by doing, learning from each other, learning on different levels, exposure to different perspectives and exploration of how other people and companies learn.

All programs can be organized both as open registration or in-house

BUSINESS OUTCOMES
IN THE CARIBBEAN

LEADERS OF THE FUTURE & HIGH PERFORMANCE TEAMS
Foster collaboration, gain agility and drive engagement and performance

The main aim of our leadership and team development programs is to prepare the participants to take on complexity and uncertainty by building on their personal leadership and by developing specific business competencies.

Working on continuous development of yourself and your team	**Learning together with peers during intervision sessions**	**Having a learning mindset**	**Reaching your own goals and those of the organization**

Business Leadership	Personal Development
Understanding the business context	Leading yourself and others
Understanding the corporate vision and mission	Working together/teamwork
Strategic thinking	Feedback and coaching
Change management	Problem solving and decision making
New business development (project management)	Communication

OUR TEAM

PARTNERSHIP

TOGETHER WE OFFER OUR EXPERIENCE AS LEADERS IN DIFFERENT FIELDS, BRINGING YOU A VISION TAILORED TO YOUR ORGANIZATION

MARINA KOOIJMANS

MD&D

Marina Kooijmans is partner at MD&D concepts. Her expertise is focused specifically on HRM, organizational development and change, leadership, reflective learning (intervision) and (executive) coaching. With more than 25 years of experience at various leading international organizations.

ROY JANSEN

GRANT THORNTON

Roy is an experienced leader who has led teams and departments successfully in various industries and situations. Roy's background in leadership training, coaching and intrapreneurship gives him a comprehensive, but above all fresh & challenging perspective on effective leadership development.

UPCYCLING GROWTH & RESILIENCE

"IT IS BETTER TO LEAD FROM BEHIND AND TO PUT OTHERS IN FRONT, ESPECIALLY WHEN YOU CELEBRATE VICTORY WHEN NICE THINGS OCCUR. YOU TAKE THE FRONT LINE WHEN THERE IS DANGER. THEN PEOPLE WILL APPRECIATE YOUR LEADERSHIP..."
- NELSON MANDELA

GrantThornton | An instinct for growth™