



CON NE **X**ION

JAN DE SCHEPPER & PAUL VAN DEN BOSCH

BRUTAL FACTS...

XXXXXXXXXX

81% of executives think they are 'high performing leaders'

..... only 15% of their employees confirm this

Harvard / Stanford University (2020)



BRUTAL FACTS...

XXXXXXXXXX

79% of CEO's think their customers are satisfied with their products-solutions and services

..... only 18% of their customers confirm this

Harvard / Stanford University (2020)



THERE IS A DIFFERENCE BETWEEN...

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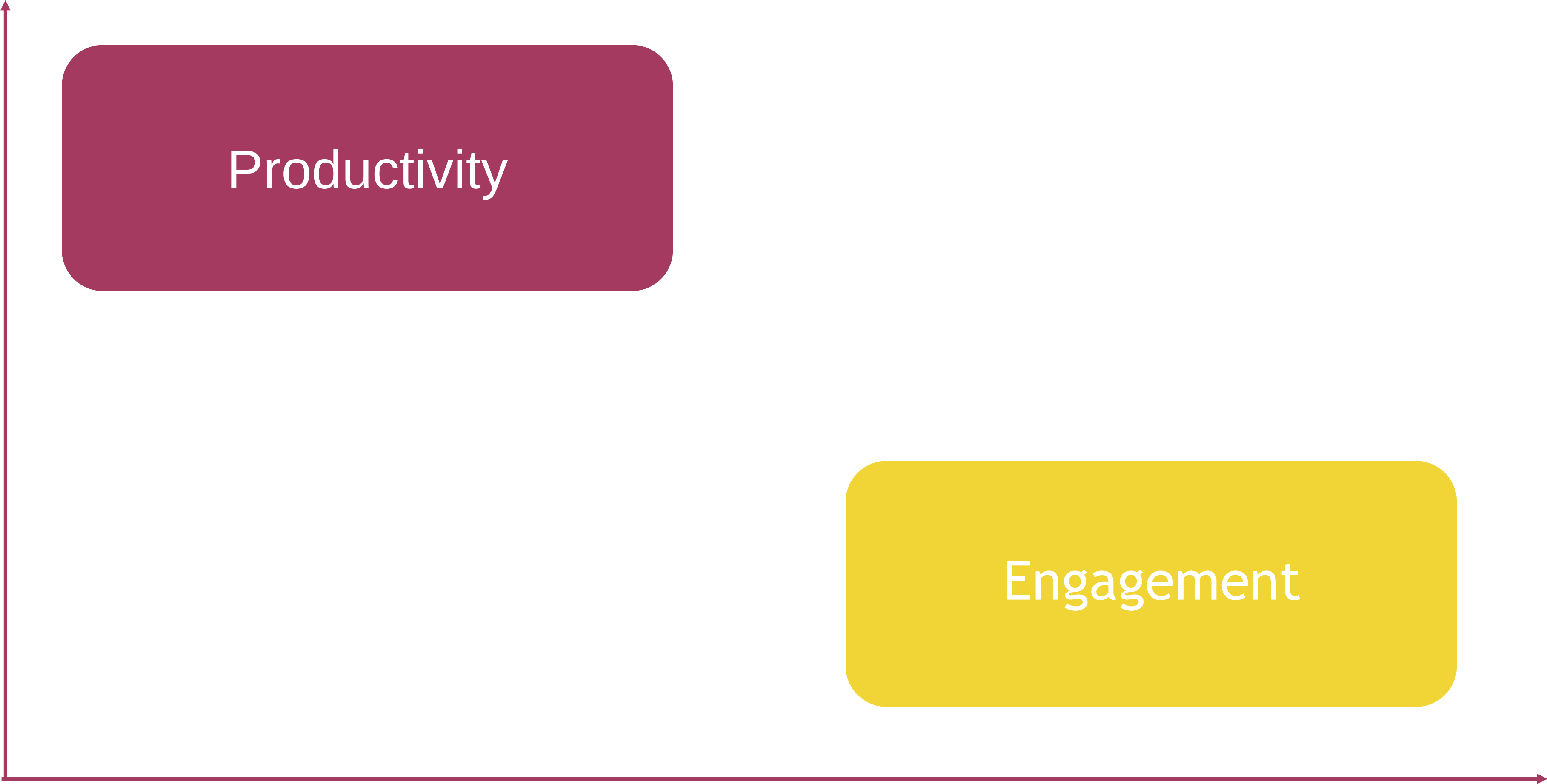
Confidence and Competence

Harvard / Stanford University (2020)



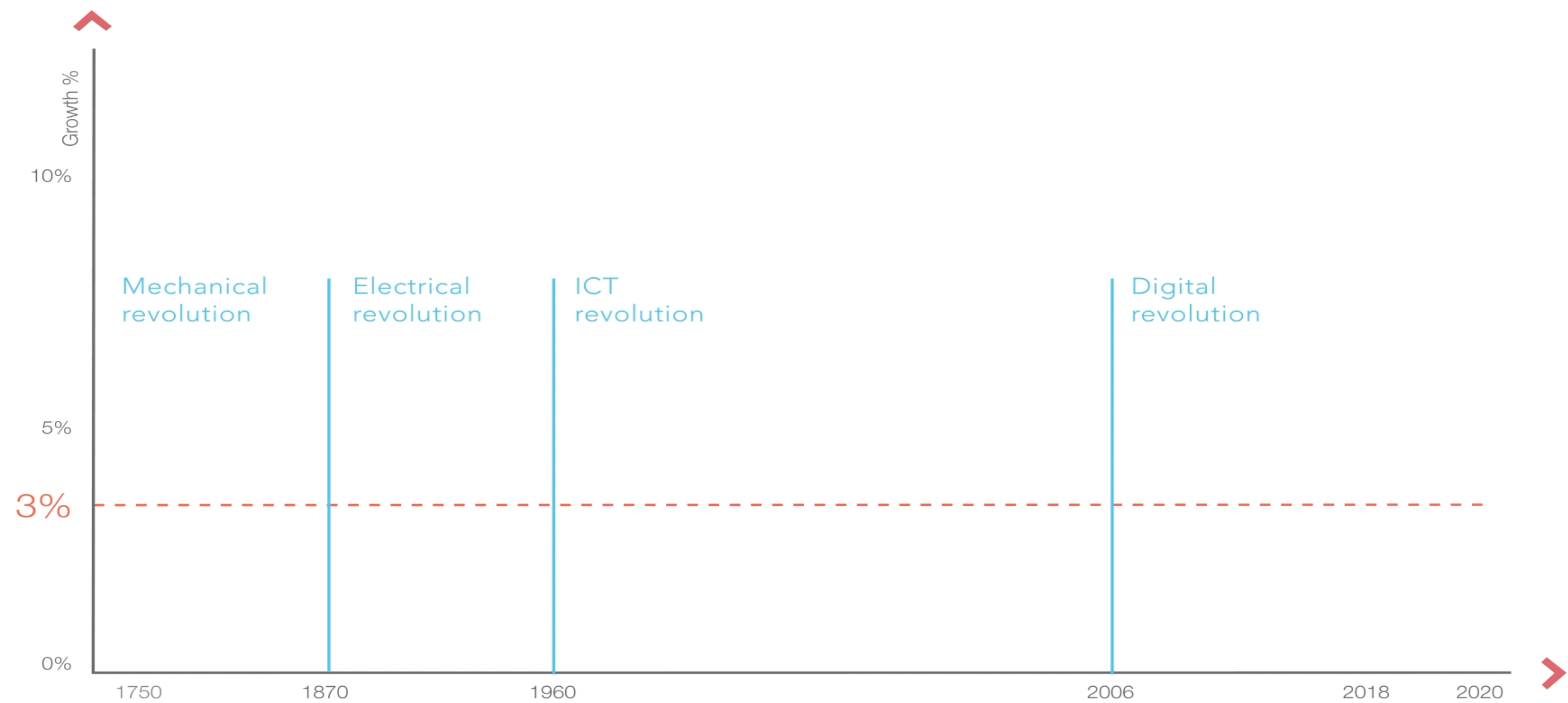
2 MAIN BUSINESS CHALLENGES FOR THE COMING YEARS

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PRODUCTIVITY GROWTH 1800 – 2022

XXXXXXXXXX



ENGAGEMENT

XXXXXXXXXX

High

Affinity

Low

Commitment

High

ENGAGED

Dedicated
14 %

Detached

Belonging



2 FAMOUS TRACKS OF MANAGEMENT

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Productivity

HARD TRACK

SOFT TRACK

Engagement



THE HARD TRACK

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Strategy - Systems - Organizational design - Processes - IT...

“ All business problems can be solved by ‘the process’ “



THE SOFT TRACK

XXXXXXXXXX

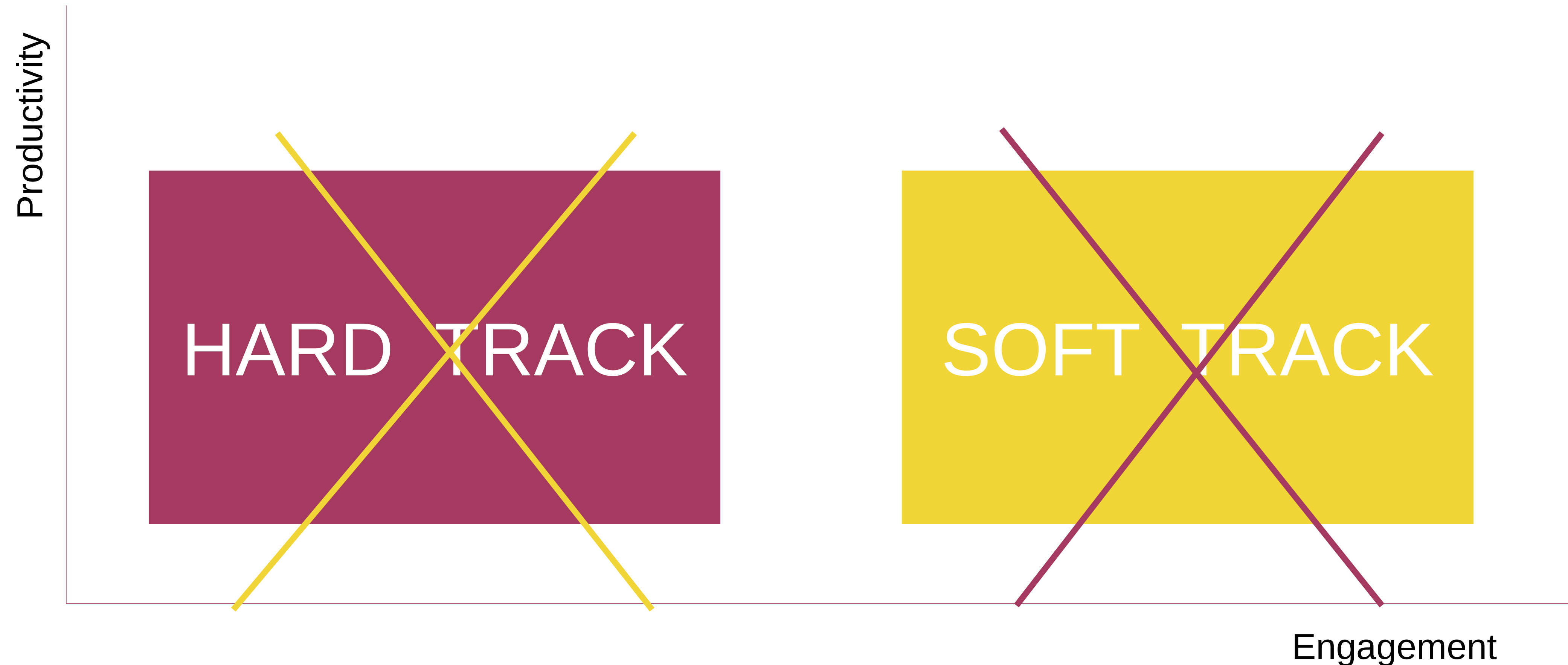
BBQ - Teambuilding - Happiness Parties - Gifts - Awards -.....

“The more we like each other the more success”



2 FAMOUS TRACKS BECOME OBSOLETE

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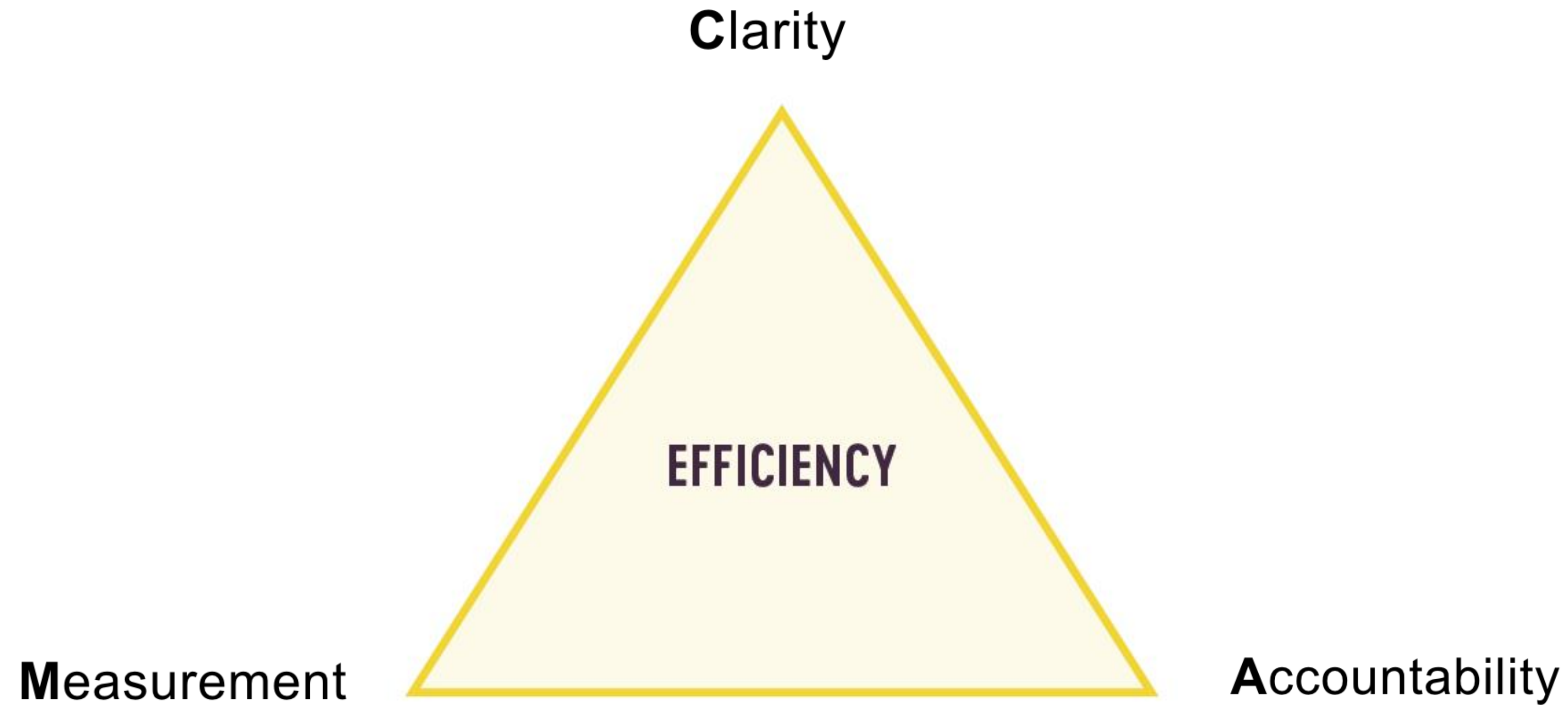
WORLD CHAMP. RELAY RACE FINAL

XXXXXXXXXX



THE HOLY GRAIL OF EFFICIENCY

XXXXXXXXXX





ORGANIZATIONS ARE OVERMANAGED AND UNDERCOACHED!







XXXXXXXXXX

THE WONDER OF COLLABORATION

XXXXXXXXXX

72%

OF CEO'S DECLARE THAT THERE IS
NOT ENOUGH COLLABORATION IN
THEIR ORGANIZATION

LACK OF COOPERATION WITHIN COMPANIES IS THE MAIN REASON OF...

XXXXXXXXXX

Churn of the best people

Pressure on customer satisfaction

Decrease of profit (+- 2%)



DUE TO THE LACK OF COOPERATION WE NEED....

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- More people
- More working capital
- More IT
- More HR
- More coordination

- More meetings
- More reports
- More layers
- More communication

.....and who will pay that ?



2 REASONS WHY COLLABORATION FAILS

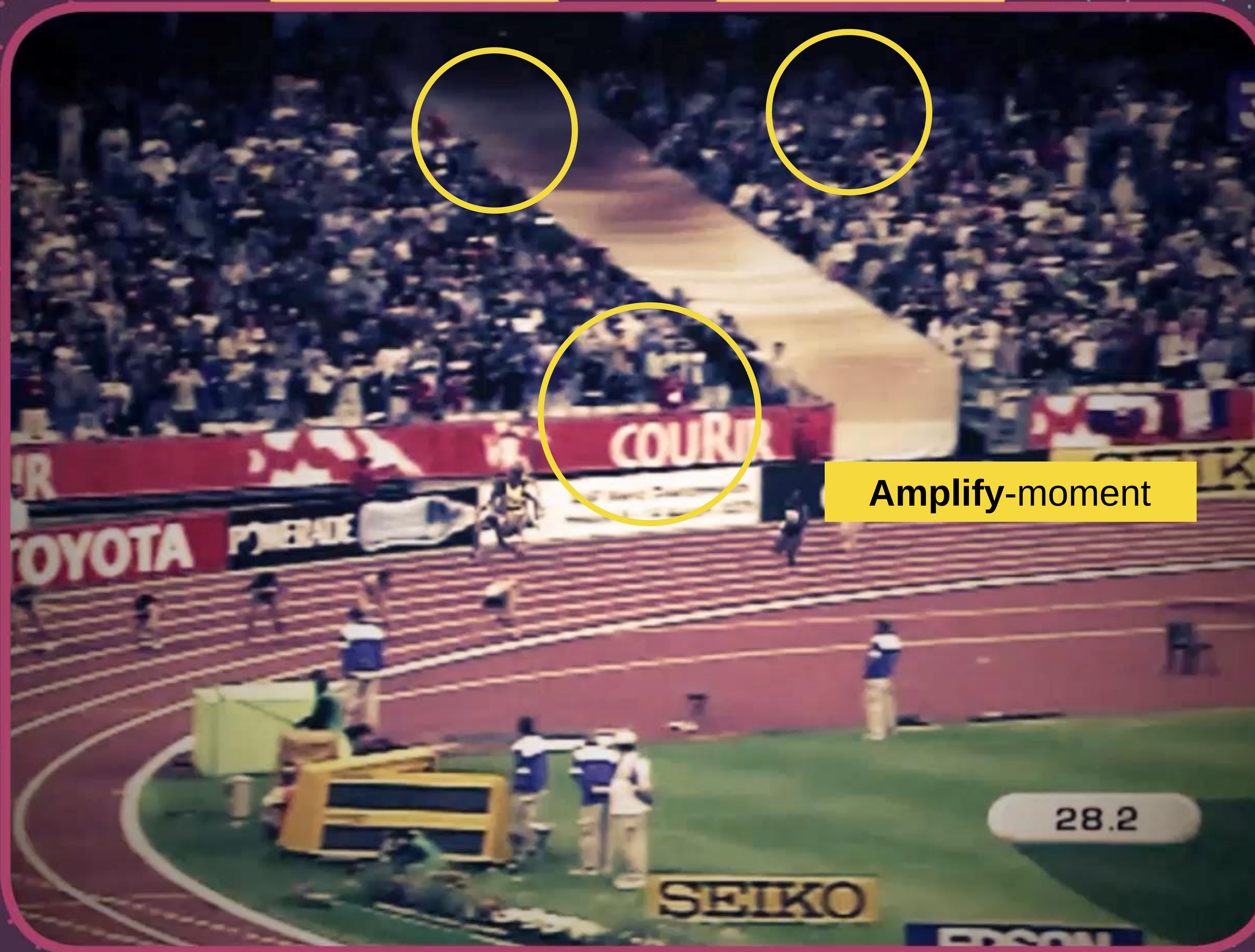


**CASTING
OF PEOPLE**



**WAY OF
WORKING**

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Amplify-moment

COMPLEXITY **VERSUS** COMPLICATEDNESS

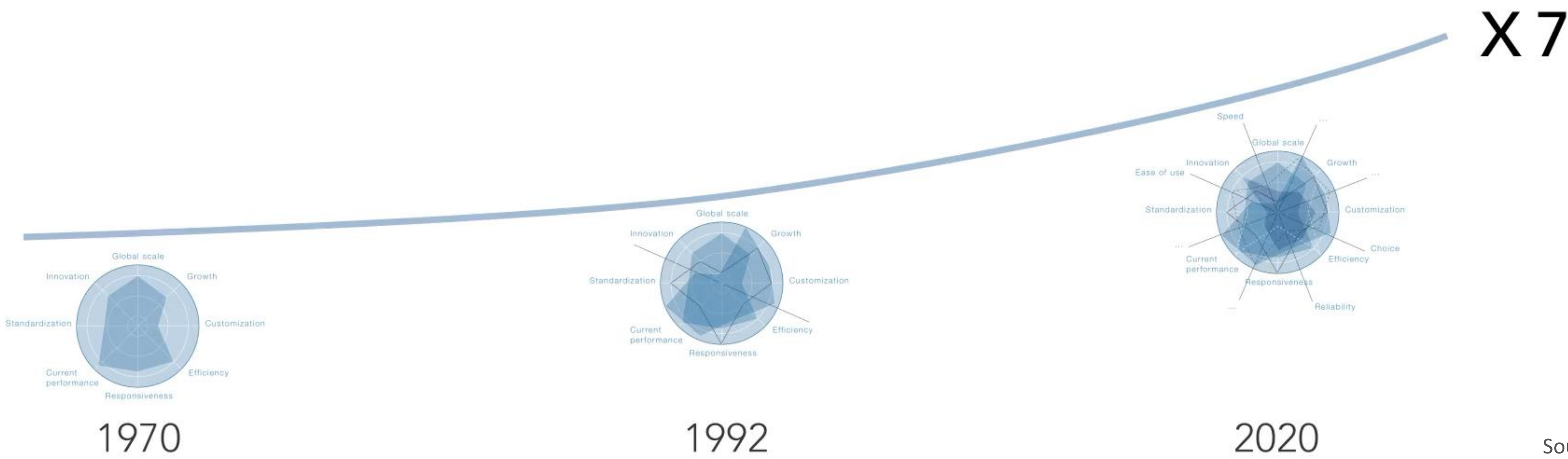
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Source : BC



COMPLEXITY **VERSUS** COMPLICATEDNESS

X X X X X X X X X



Source : BC



we need to

AMPLIFY & SIMPLIFY

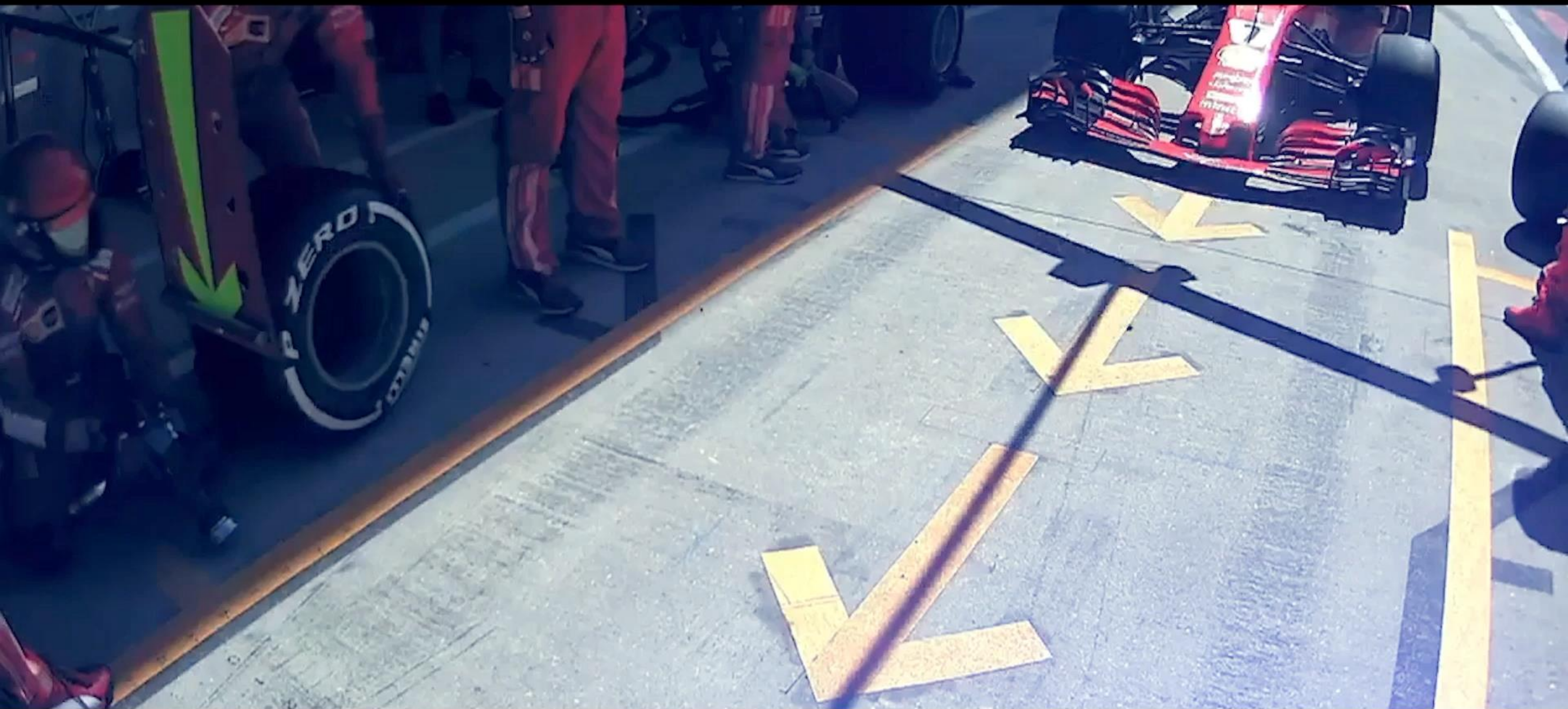
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COLLABORATION

=

INTELLIGENCE X ATTITUDE X CONNECTION X WIFM®





HOW PEOPLE CONNECT?

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Common
Ground



Energy



About
the other

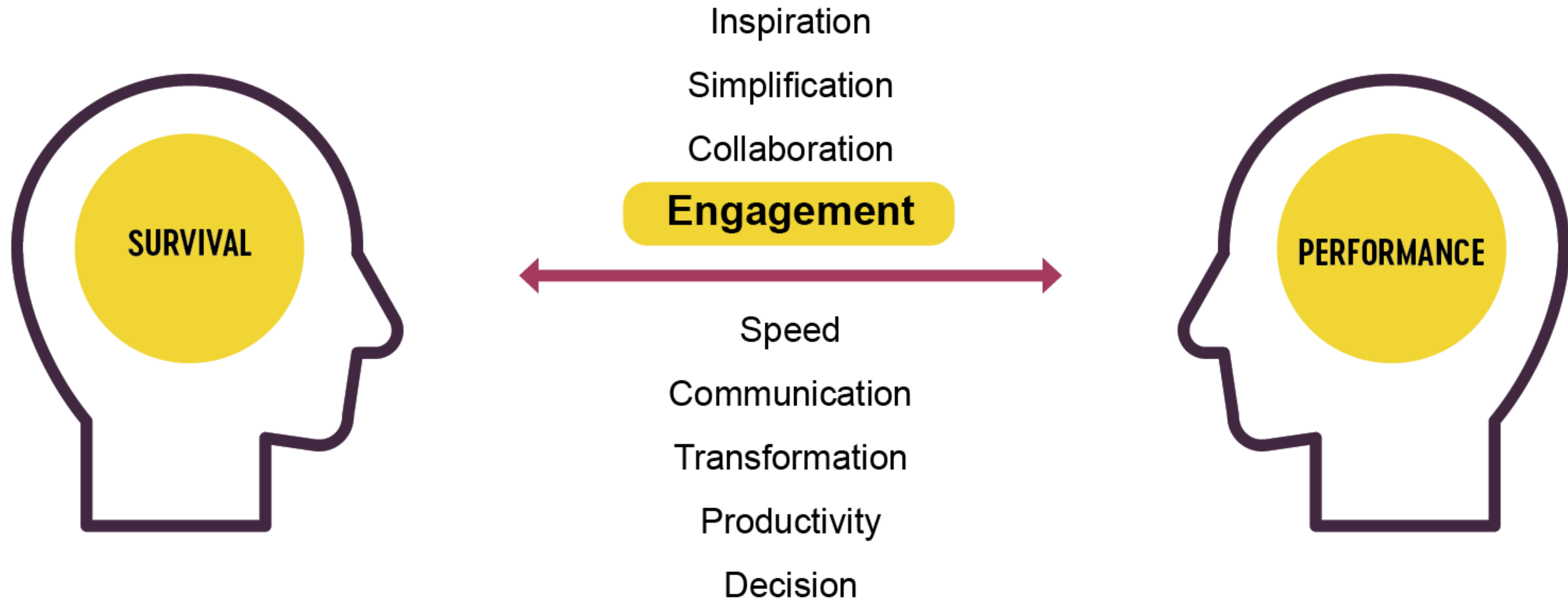


Mutual
benefits



POSITIVE IMPACT OF CONNECTION

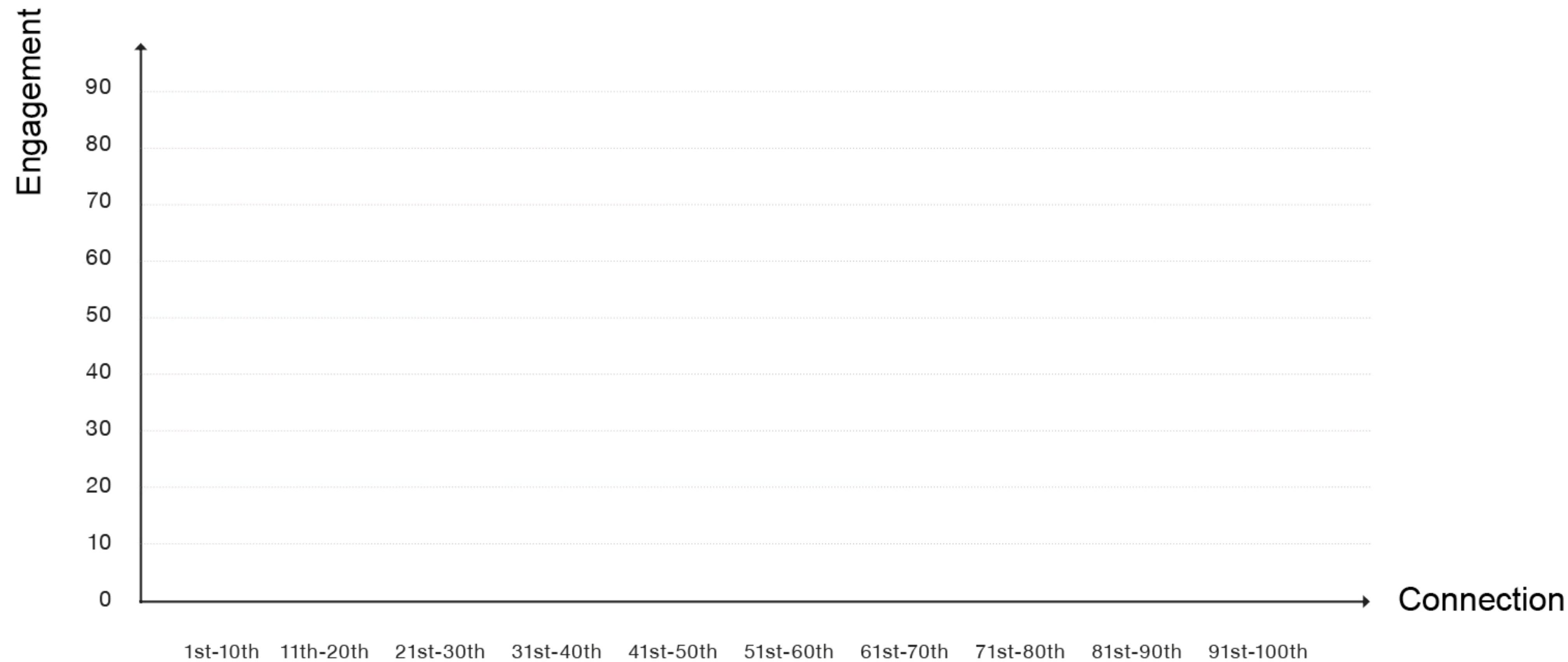
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CONNECTION BOOSTS ENGAGEMENT

Source : Z.F. Results of 66.800 leaders

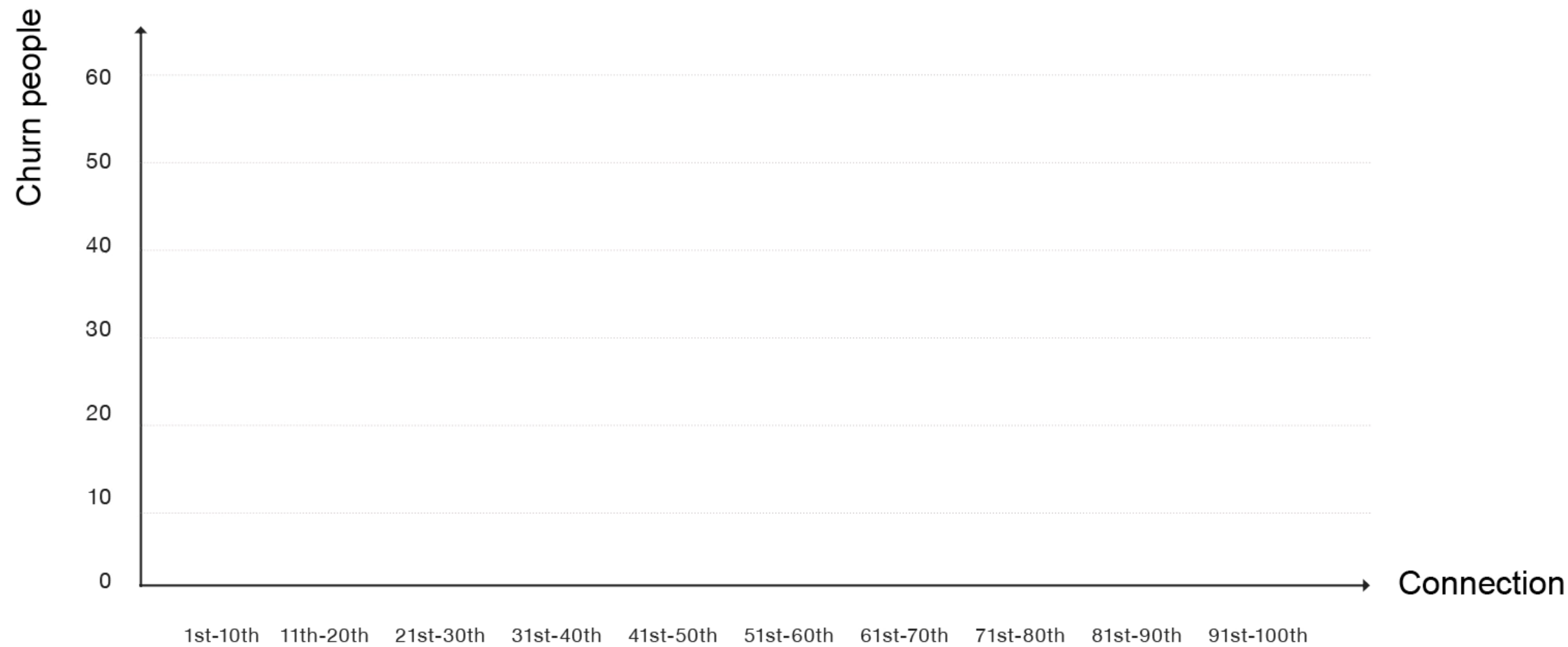
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IMPACT CONNECTION ON CHURN

Source : Z.F. Results of 66.800 leaders

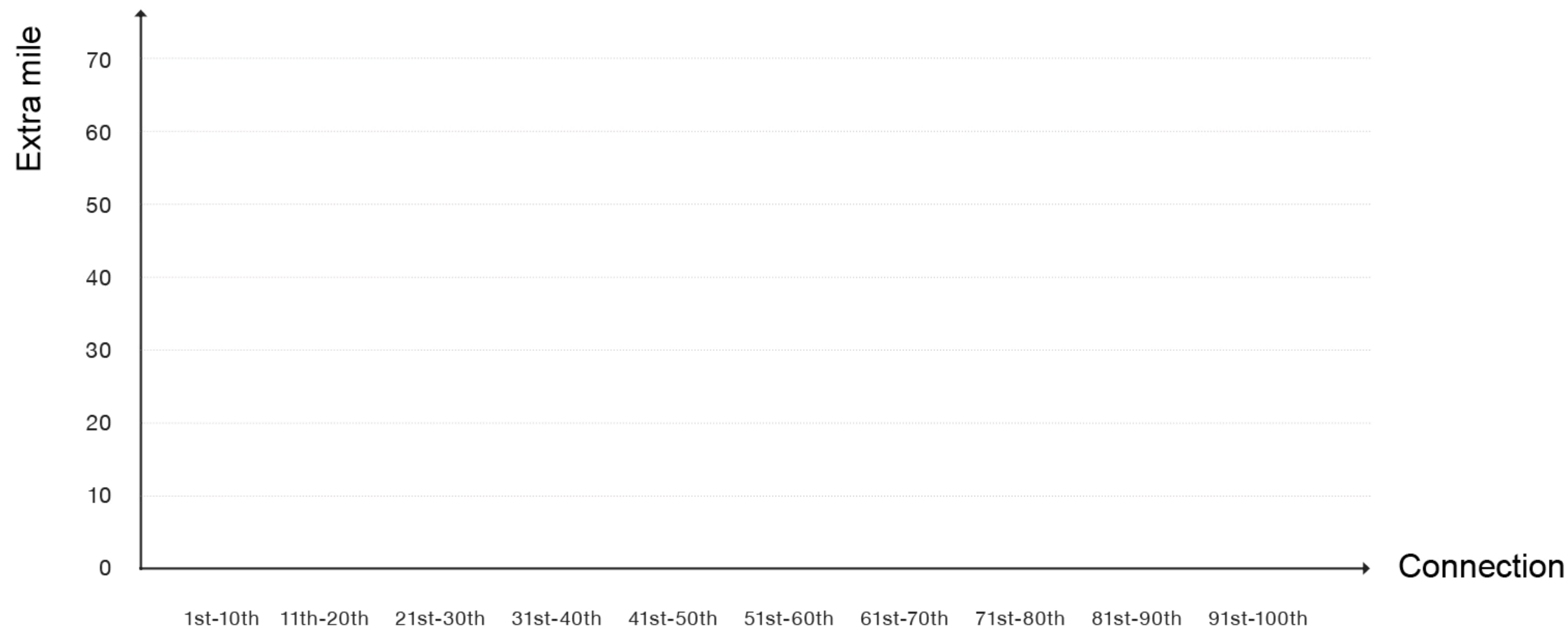
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CONNECTION BOOSTS THE “EXTRA-MILE”

Source : Z.F. Results of 66.800 leaders

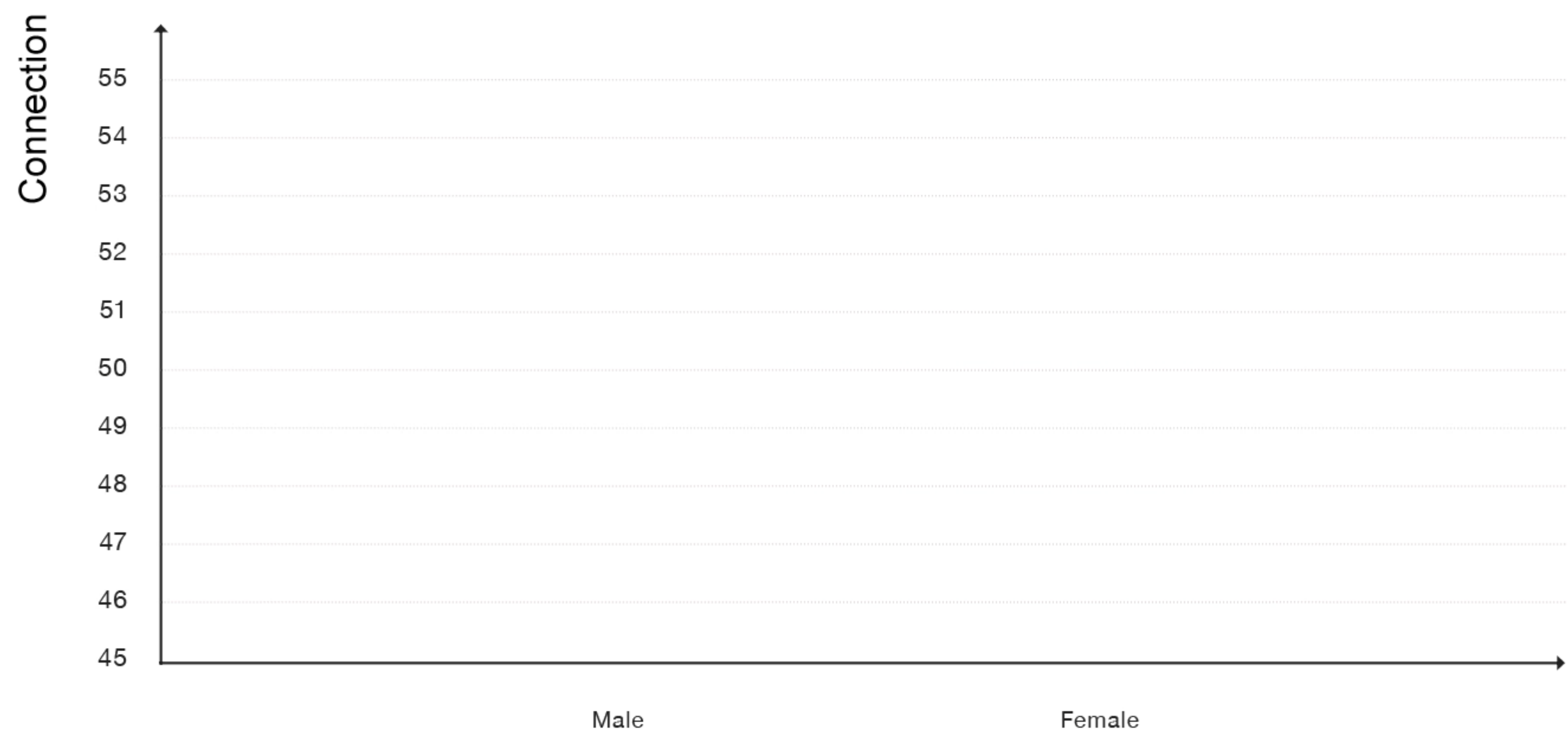
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WOMEN CONNECT BETTER

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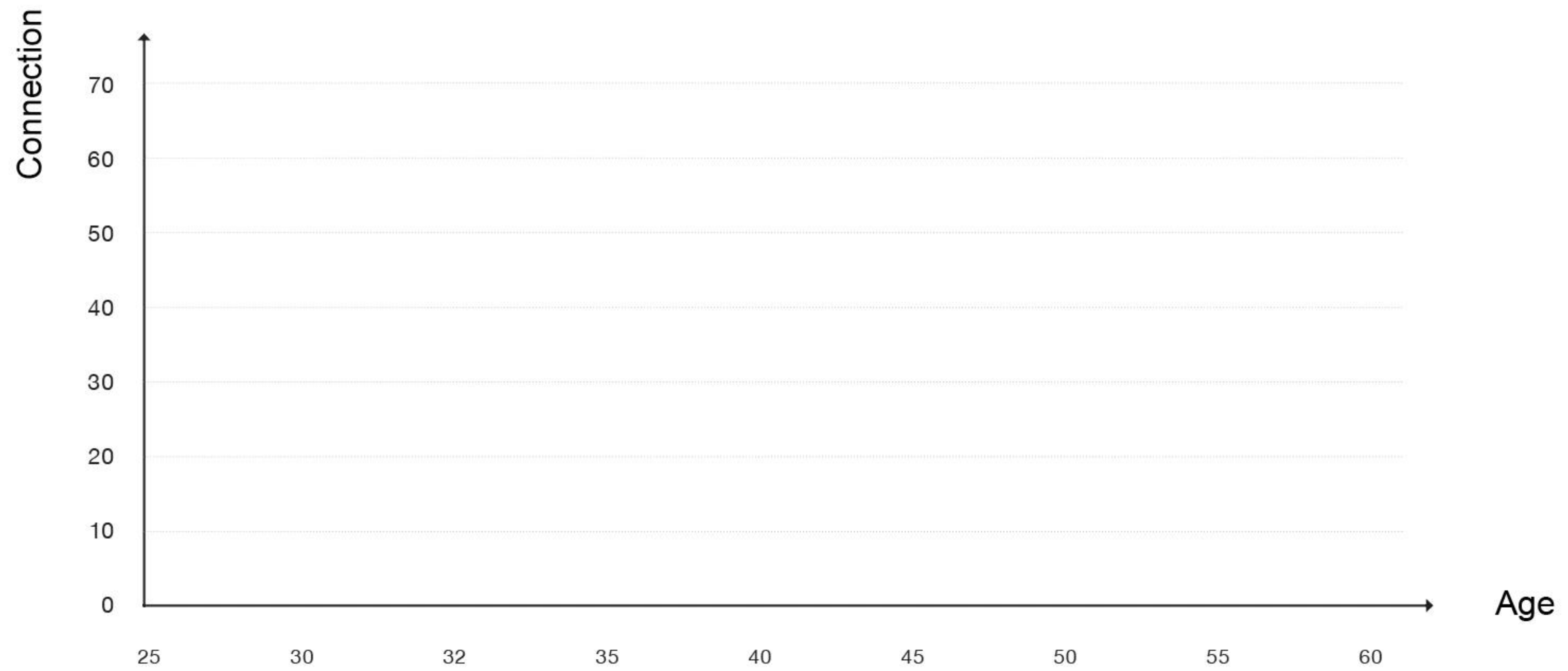
Source : Z.F. Results of 66.800 leaders



CONNECTION AND AGE

Source : Z.F. Results of 66.800 leaders

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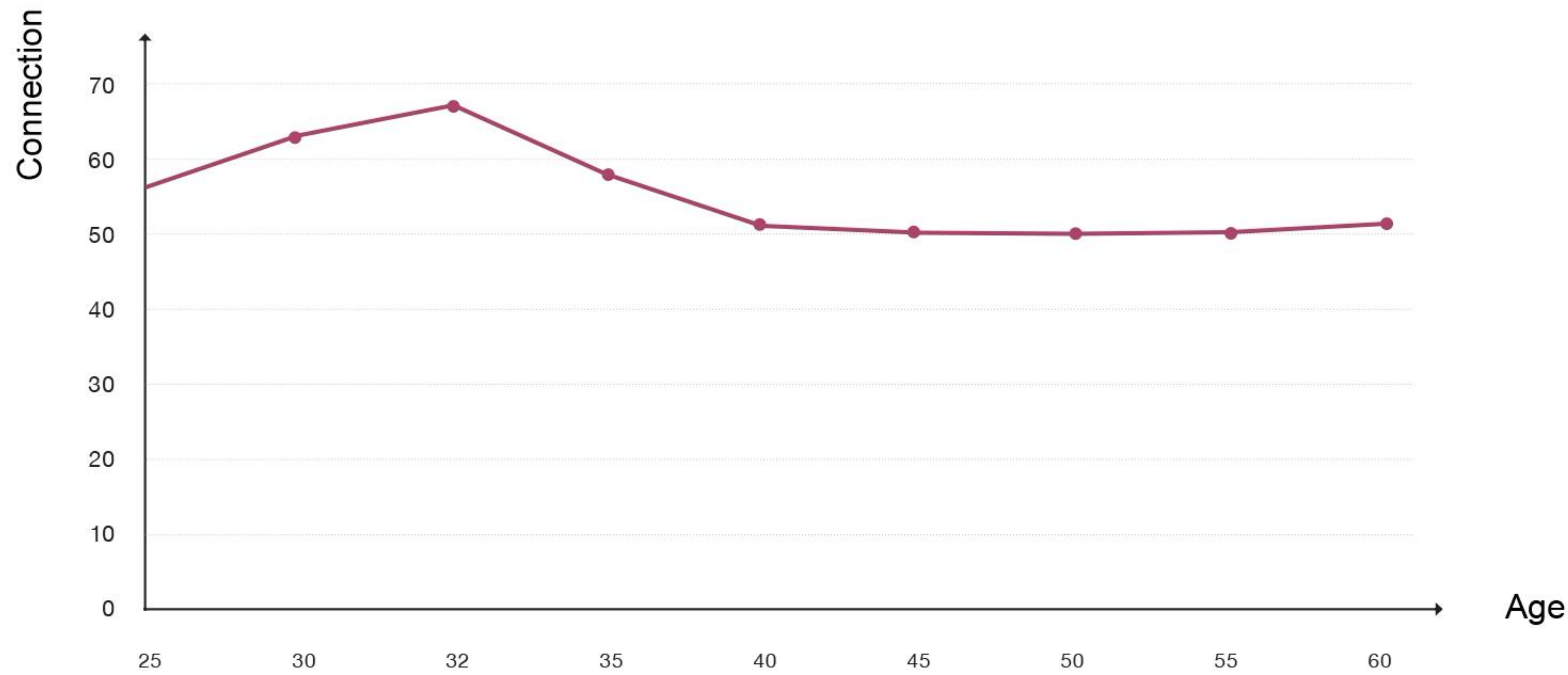


CONNECTION AND AGE

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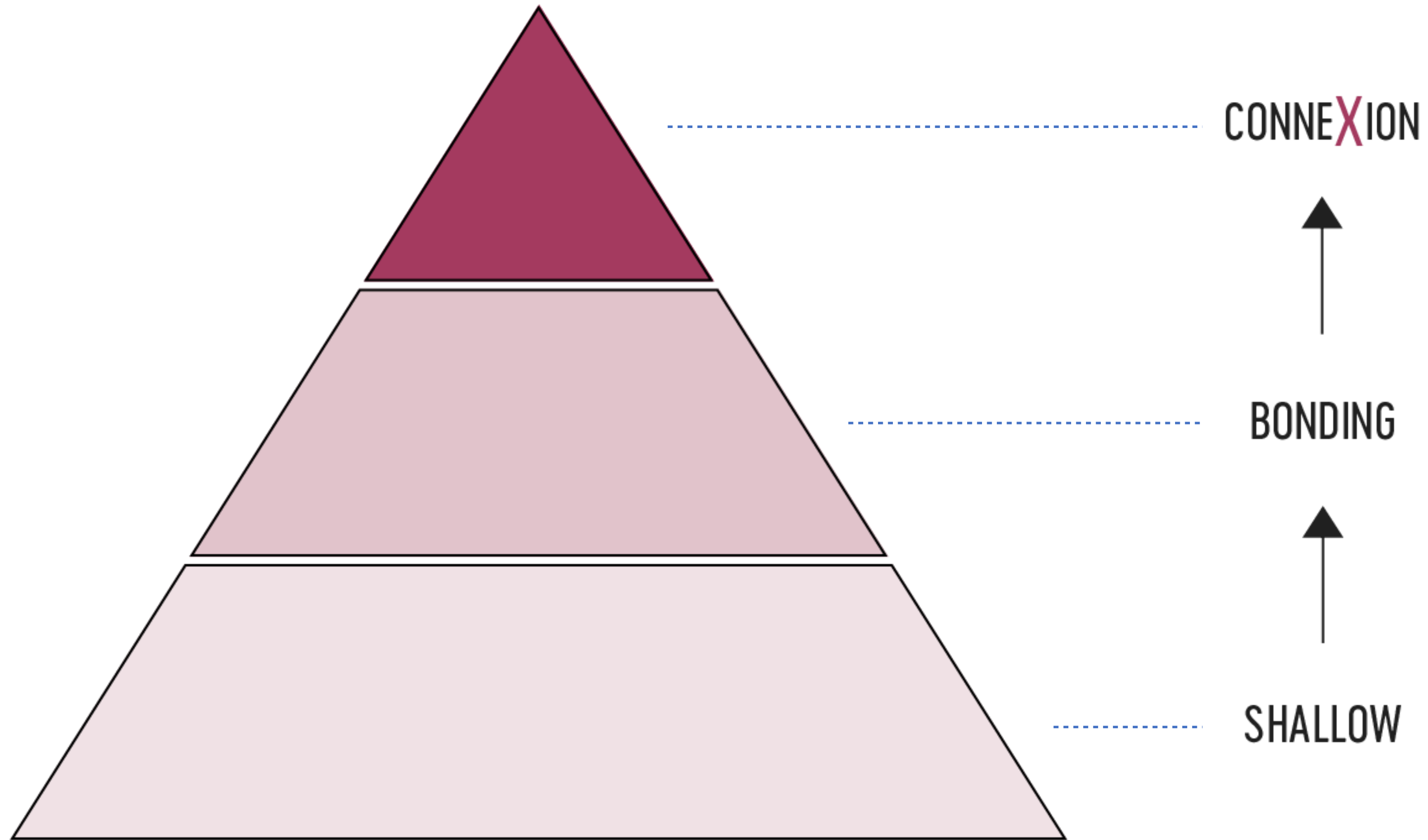
Source : Z.F. Results of 66.800 leaders

● Female



3 LEVELS OF CONNECTION

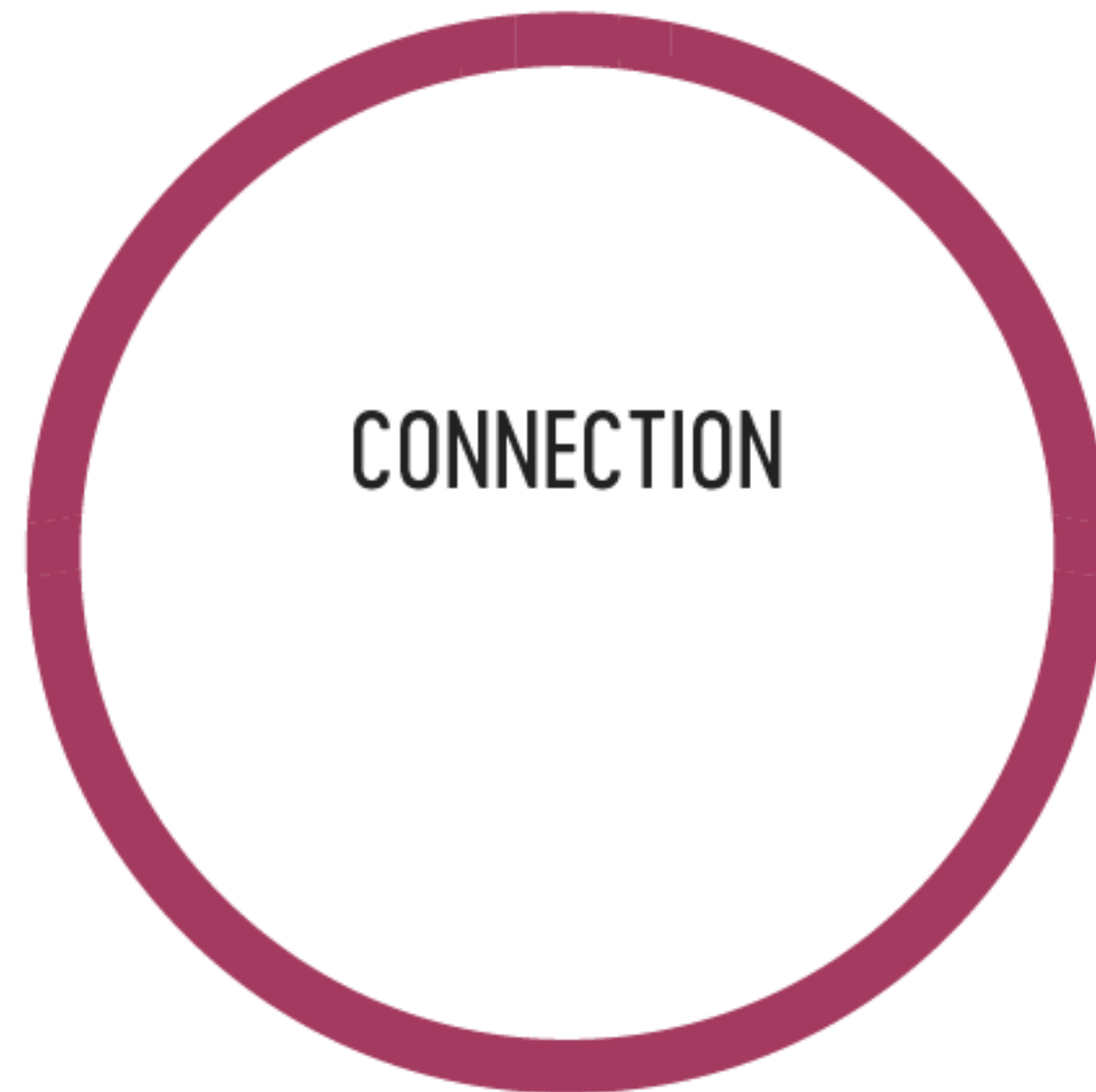
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THE STRONG COMBINATION

Source : Z.F. Results of 66.800 leaders

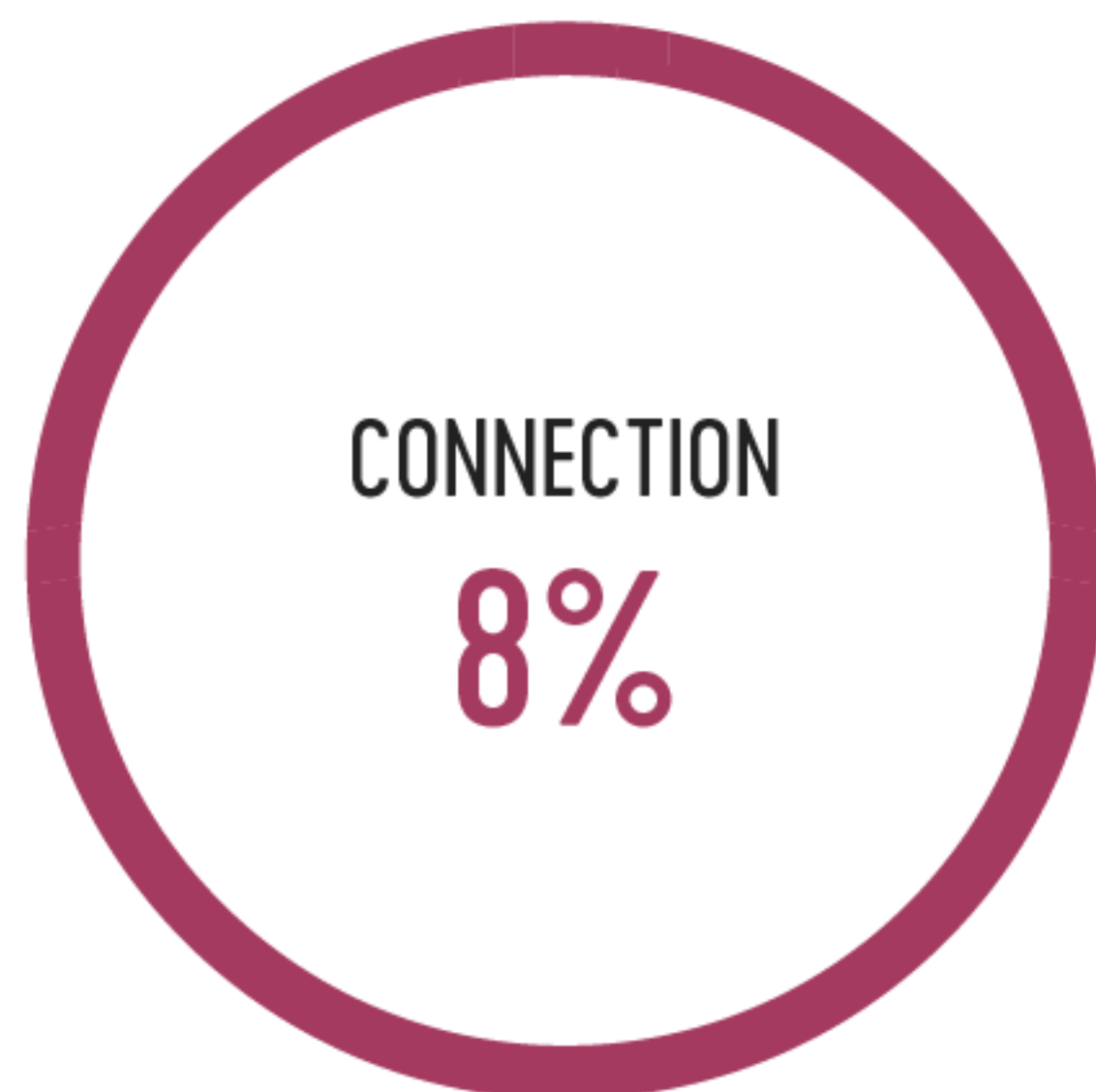
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THE STRONG COMBINATION

Source : Z.F. Results of 66.800 leaders

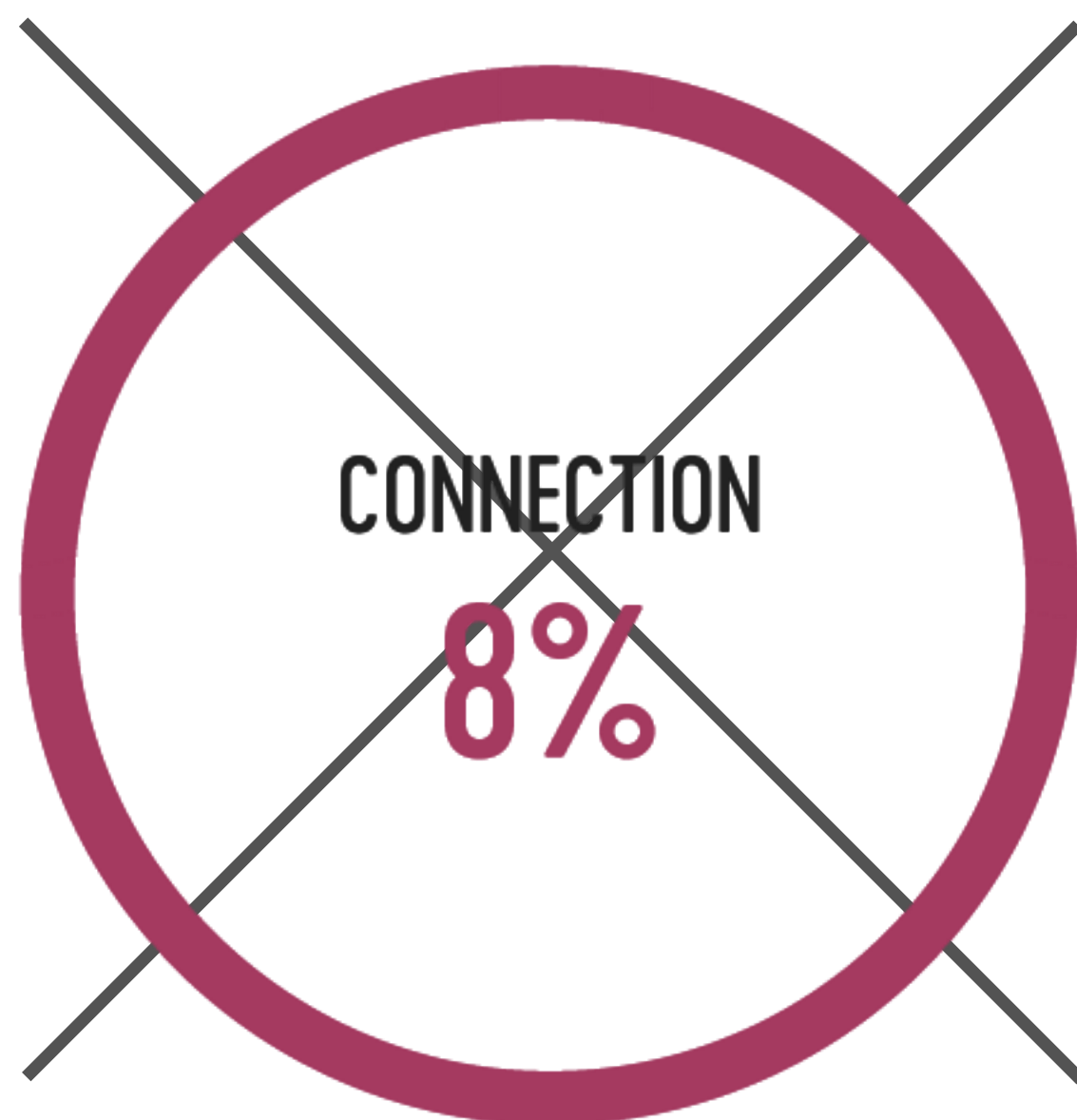
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THE STRONG COMBINATION

Source : Z.F. Results of 66.800 leaders

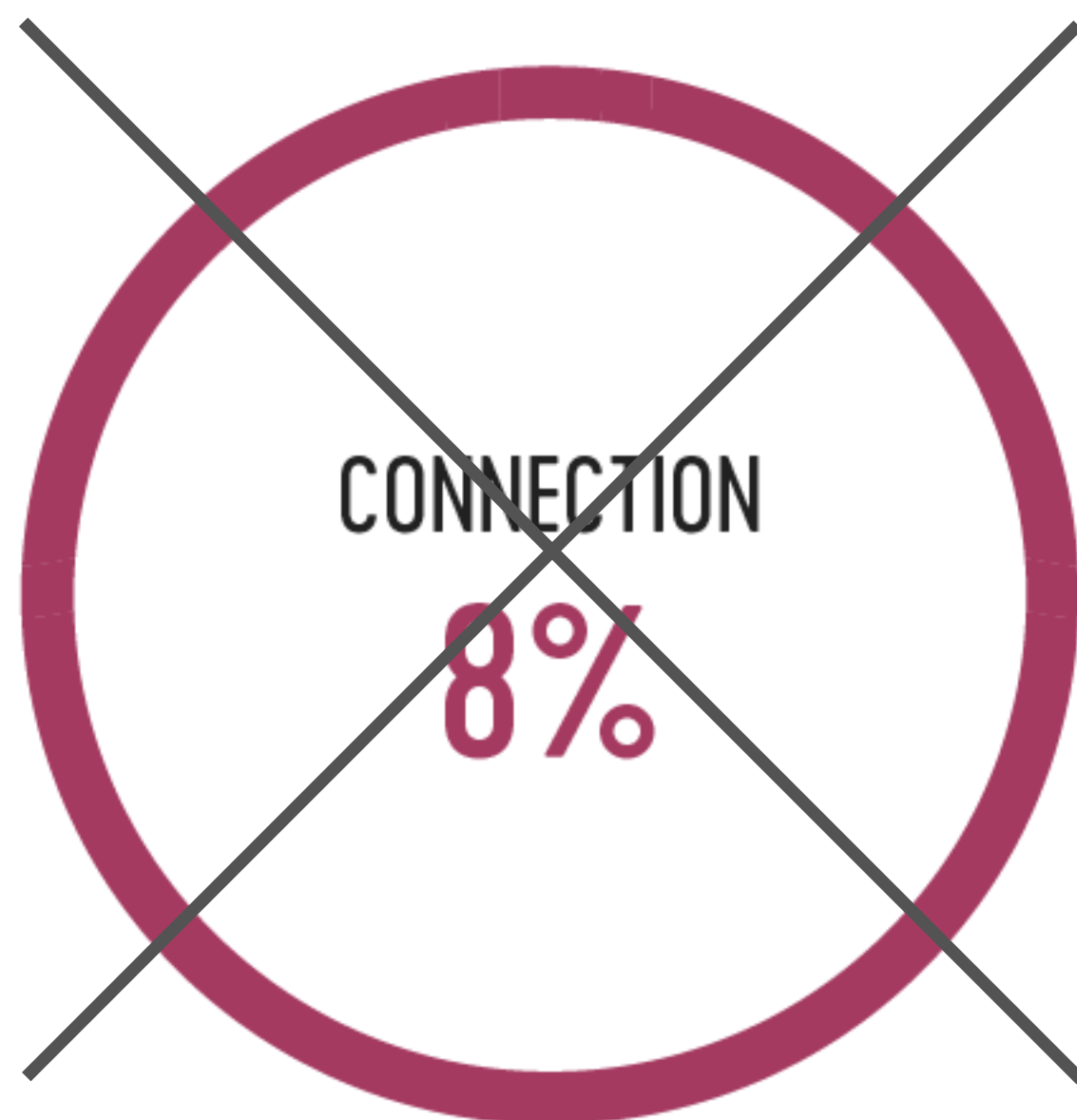
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THE STRONG COMBINATION

Source : Z.F. Results of 66.800 leaders

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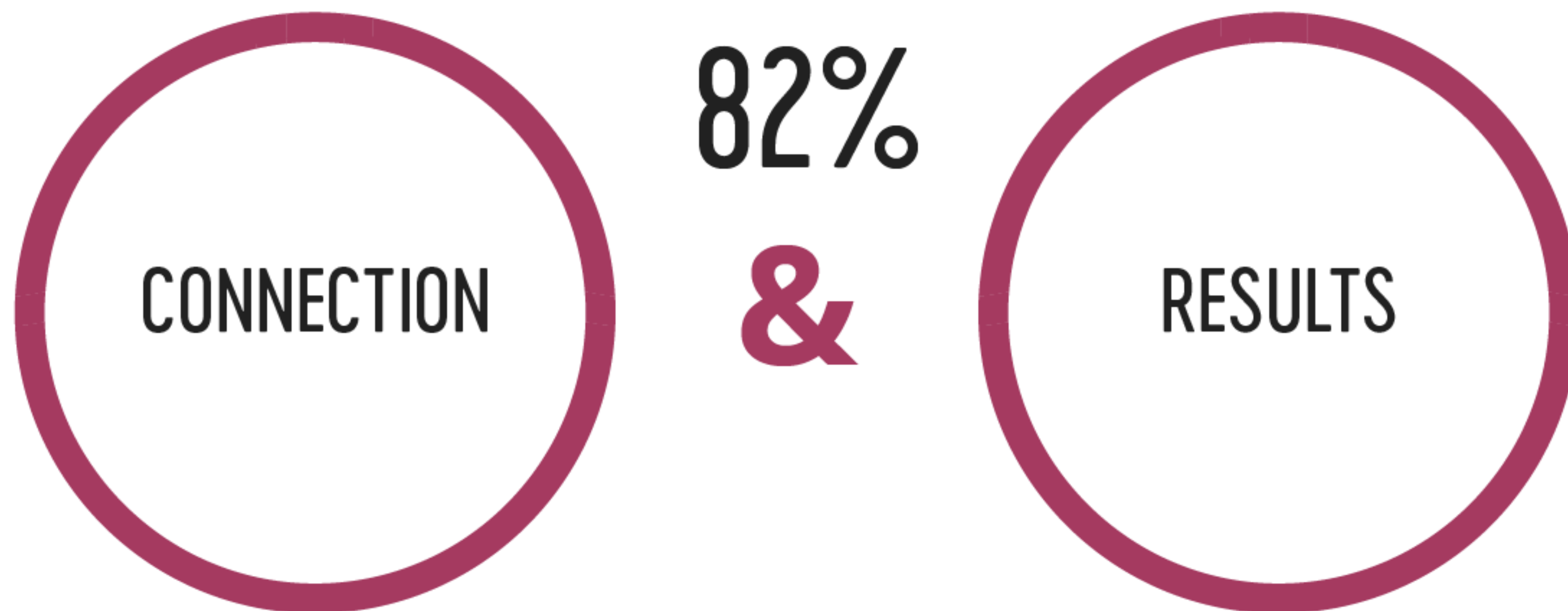
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THE STRONG COMBINATION

Source : Z.F. Results of 66.800 leaders

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CONNEXION-LEADER

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Multiply

Make people better



Charisma

Care



3 LEVELS OF CONNECTION

XXXXXXXXXX

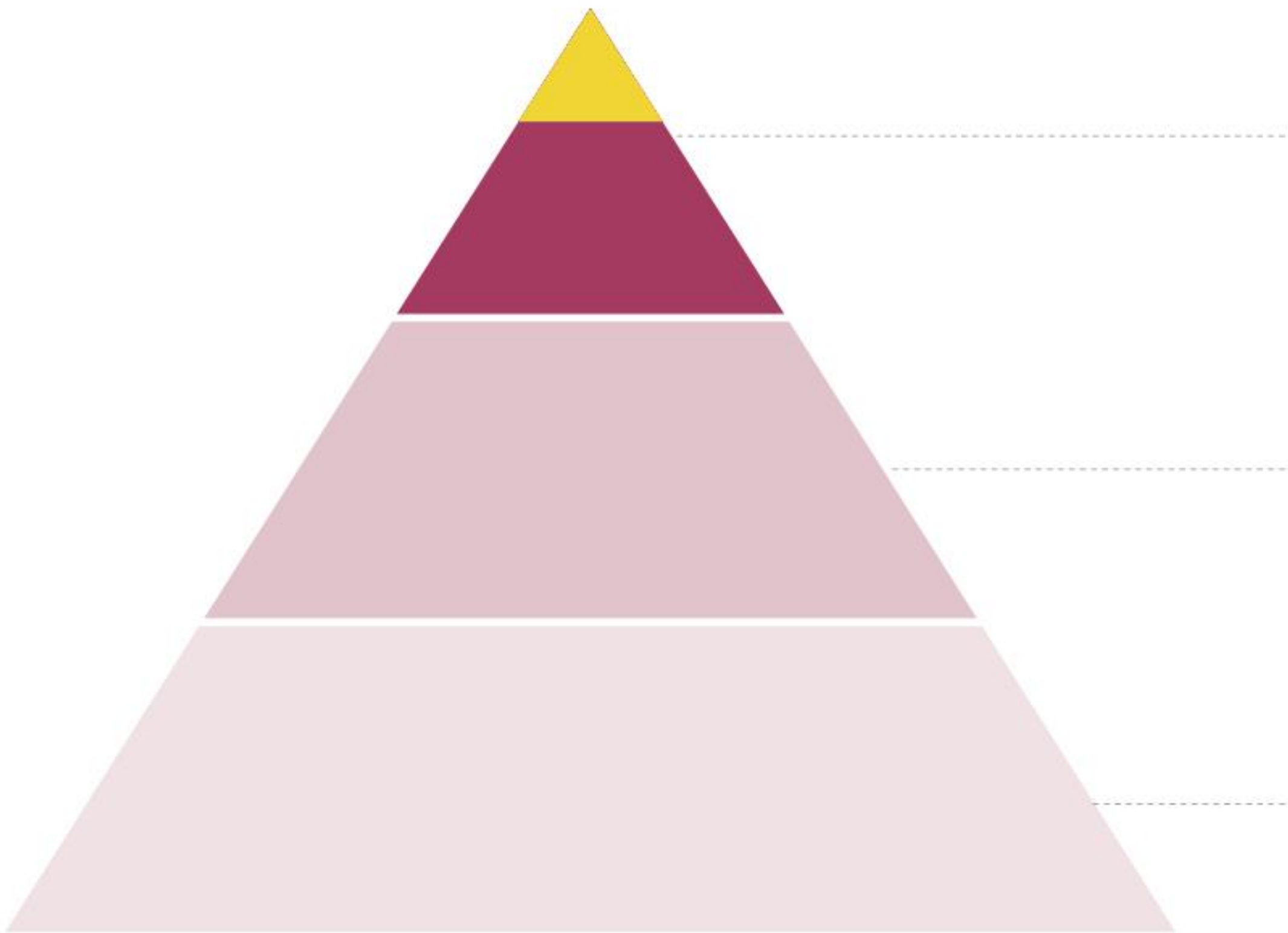
UBUNTU
= HIGHEST LEVEL OF CONNECTION

‘who you are’

‘you deliver’

‘want to’

‘have to’



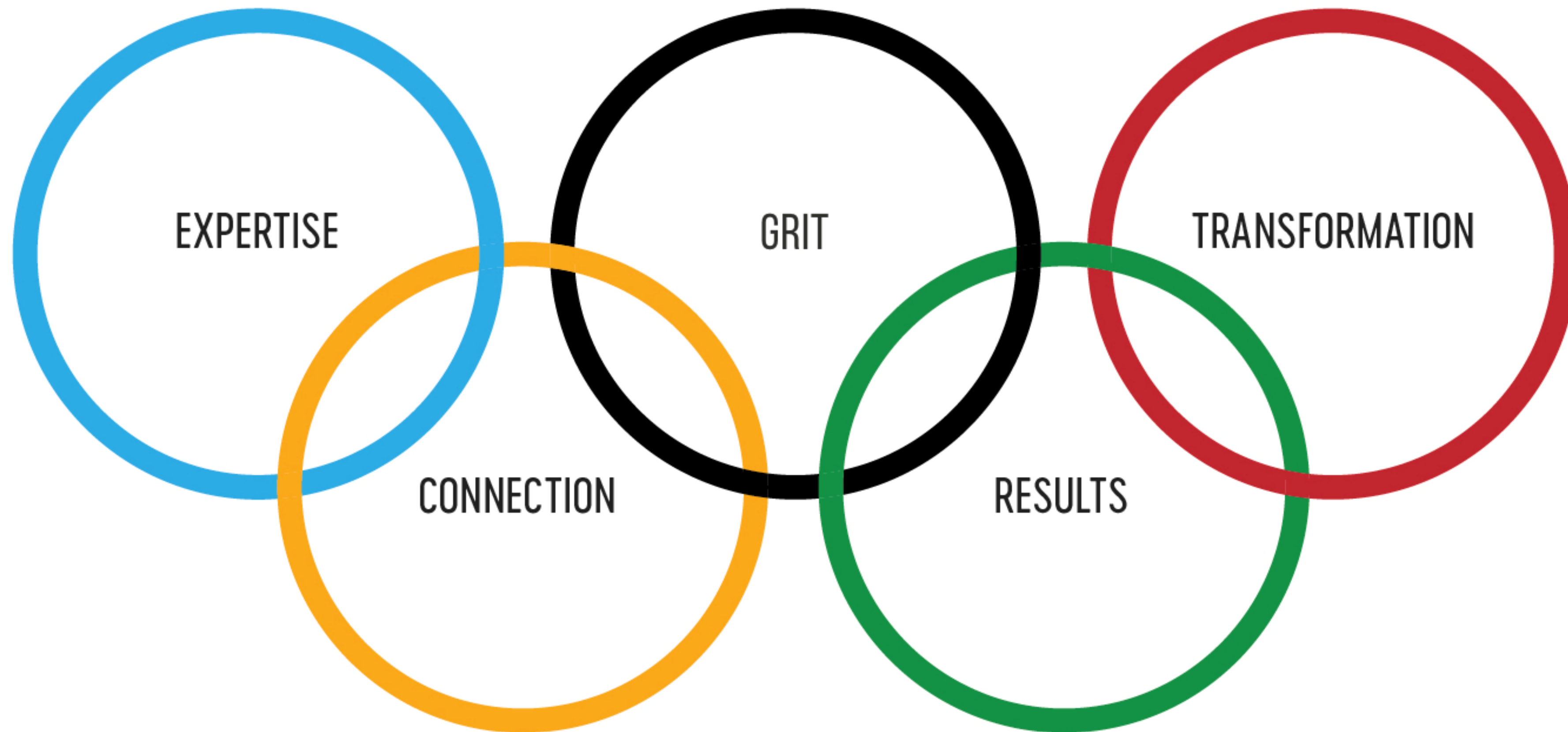
CONNE~~X~~ION

BONDING

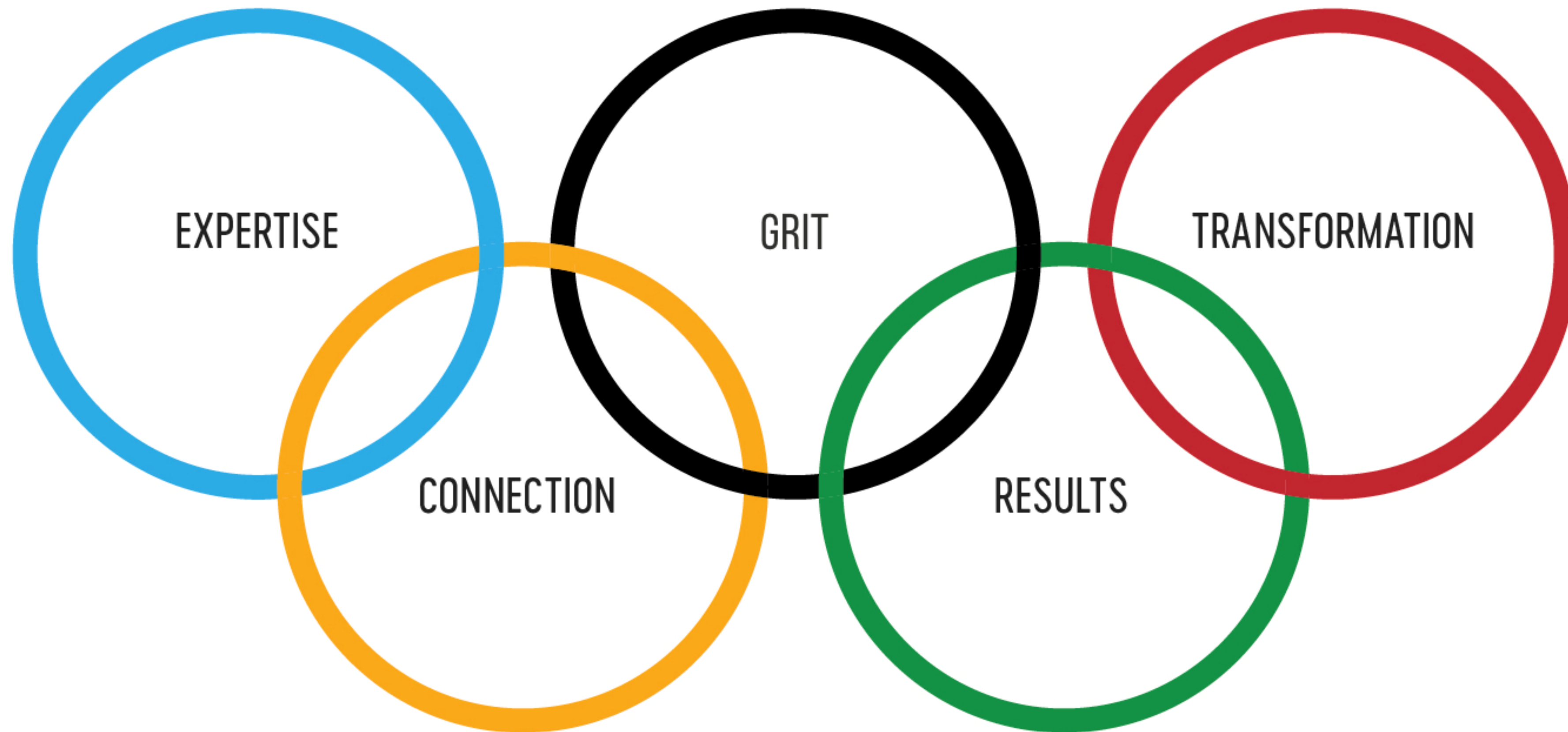
SHALLOW



X X X X X X X X X



X X X X X X X X X



COMPANIES ARE LOOKING FOR A NEW LEADER PROFILE

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7 RULES OF A CONNEXION-LEADER

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