

AN ORGANIZATIONAL COMPASS



3 steps to create an alliance
between you and your people through
THE COMPRESENCE™ METHOD

WELCOME TO COMPRESENCE™

Where people become experts in seizing the opportunities of the emerging future together.

Becoming 'compresent' is not just a matter of learning tools, but of completely changing one's perspective.

Towards a more collaborative world.

Still, we are pleased to give you how to get started using one of our tool: the Organizational Compass

SHALL WE BEGIN?



MYTHS

Let us begin by dismantling a coaching myth. **Motivators do not exist. Neither does discipline.**

You and me - and the people who work with us - are moved by drivers, what we call, depending on their level, instrumental values, end values as far as purpose.



REALITIES

In organization we are talking about "guiding principles". People in the organization will therefore be **committed when personal values are in line with the guiding principles.**

That is why this simplified deployment of the tool we call "the compass" can facilitate to get your orientation.

You can start making it on your own, but you will immediately realize that it is extraordinarily valuable when applied to teams work.

STEP 1.

From the list of values on this page, please select **the five guiding principles of the organization**. Please, write them in column A of the following page.

STEP 2.

Please empathise with your colleague who needs a motivation booster. What do you feel **his/her 5 core values are at work**. Please, write them in column C.

This of observing from the other's point of view is already a small change in perspective, isn't it?

Friendship



Success



Having Fun



Money



Integrity



Contribution



Courage



Curiosity



Family



Freedom



Communication



Justice



Flexibility



Wellbeing



Optimism



Happiness



Simplification



Planning



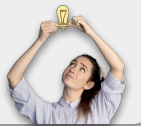
Cooperation



Perseverance



Creativity



Calm



Initiative



Generosity

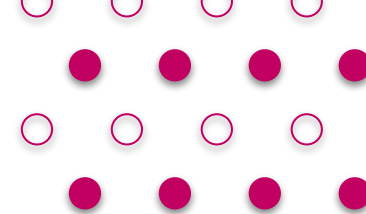


A

B

C

Please note that our Systemic Values Method, based on Prof. Dolan's Coaching by Values®, on which our trainers are certified and licensed to deliver, is based on 52 values and includes team and group techniques.



STEP 3.

Now, please try to create **links between one or more items in column A and those in column C.**

If one of the guiding principles or values remains without a correspondent in the other column, **enter a value in column B that can act as a 'bridge'.**

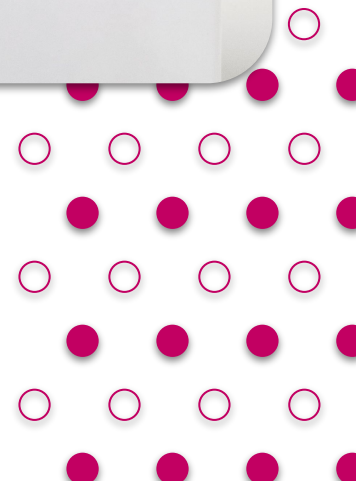


A CALL TO REFLECTION

What value or values of the colleague do you think is creating difficulties with respect to his or her performance?

Is there a perspective from which his/her values could be consistent with the guiding principles? (except financial aspects)

What "bridging value" can come to your aid and how can you bring it into play?



SHALL WE GET TO KNOW EACH OTHER?

Have you, like other managers around Europe, started to find our method interesting?

Our account manager is available to talk: give her a buzz!

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Want to learn about and start using the Compresence™ method right away? Attend the next 4-hour workshop. Check out

compresence.eu/workshop

and find the date and location that suits you best.

