



Towards Smarter Organisations

**L'ORGANIZZAZIONE "GIUSTA":
MODELLI DI RIFERIMENTO E VISIONE**

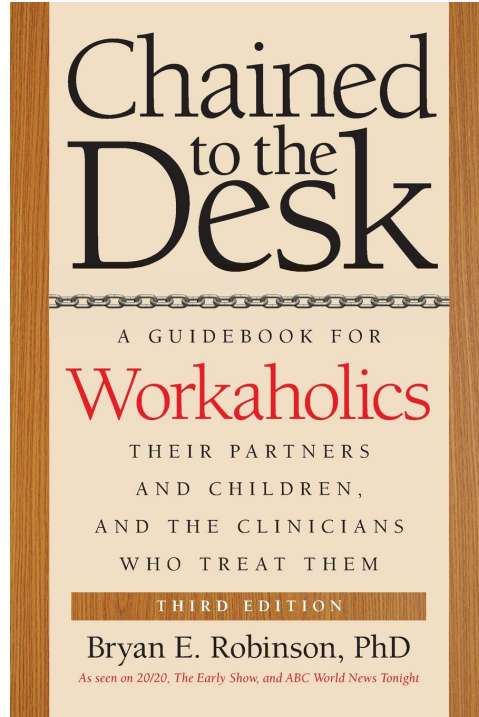
Philip Vanhoutte

Championing Smarter Working



Painful Organisations

Bureaucracy
Command & Control
Power Games & Silos



DYING FOR A PAYCHECK



How Modern Management Harms
Employee Health and Company
Performance—and What
We Can Do About It

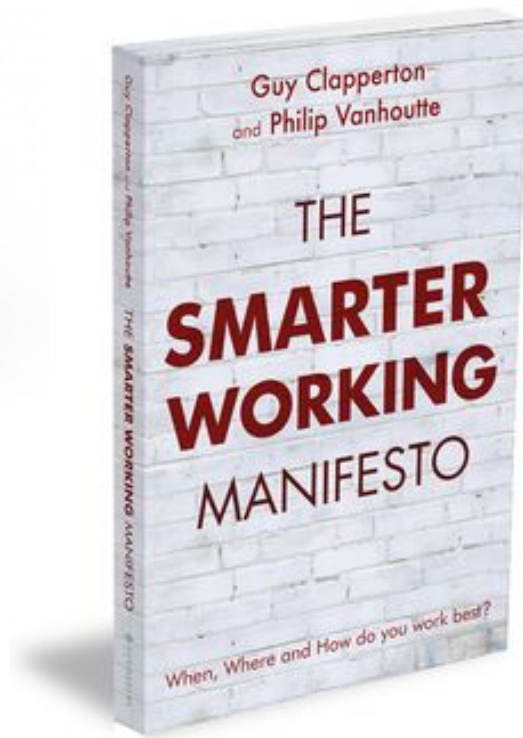
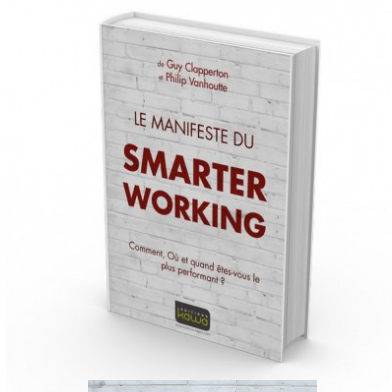
JEFFREY PFEFFER

STANFORD GRADUATE SCHOOL OF BUSINESS

A man with short grey hair and sunglasses is sitting on a wooden bench in the foreground. He is wearing a blue polo shirt under a dark grey zip-up jacket and blue jeans. Behind him is a scenic view of the Golden Gate Bridge in San Francisco, spanning the water with hills in the background under a clear blue sky with some light clouds.

Commercial Engineer, Marketing, KUL, Belgium
Married to Rose-Mie; sons: Piet (Austin TX) Jan (London), grandkids Pierson & Vivian
Accenture EBES Wang Nokia Fujitsu Dell WorldCom Sony-Ericsson Plantronics Ozadi

**Philip
Vanhoutte**



philip@smarterworking.io

Thank you Chiara 😊
for asking me to Curate

**L'ORGANIZZAZIONE “GIUSTA”:
MODELLI DI RIFERIMENTO E VISIONE**

Grew up in a loving & hard-working family



The Dream Team



Field + Inside Sales

***Dad Face-to-Face
Mom Ear-to-Ear***

accenture





Blessing Organisations

Market Focused
Open & Inclusive
Respectful & Serving

Organisation - Defined

- from Greek organon
 - tool or **instrument**
 - musical ... organ
- Serving group of **humans**
 - that have a particular purpose



The Human Dimensions of Organisations

Ergonomics

Biophilic Workplaces & Disciplines

Self-Determination Psychology

Positive Leadership

Ergonomics

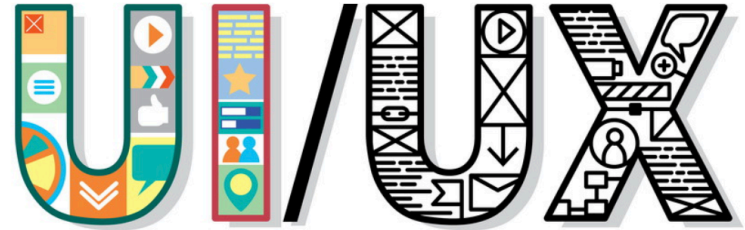
First used in 1857 **Polish** scientist [Wojciech Jastrzębowski](#) in

Ergonomics: **The Science of Work**

based on the **Truths Taken from the Nature Science**

Domains of Ergonomics

Physical
Cognitive
Organisational



BRAIN CHAINS



DISCOVER YOUR BRAIN AND
UNLEASH ITS FULL POTENTIAL
IN A HYPERCONNECTED
MULTITASKING WORLD

THEO COMPERNOLLE

Reflex Brain

Reflecting Brain

Archiving Brain

THE OPEN OFFICE IS NAKED



THE FIFTH BRAINCHAIN
that ruins your intellectual productivity

Theo Compernelle

COMPUBLICATIONS

Most offices are *totally unfit* for brainwork

due to

Lack of visual and acoustical *privacy*

causing

Unwanted *Distractions* & Interruptions

Inadequate Space Offering

Recognizing there are **a range of activities** that people need to perform



FOCUS



PROCESS



CALL



DUO



DIALOGUE



CREATE



COORDINATE



INFORM



RELAX



TECHNICAL

In every study of
modern offices

noise is
the main bugbear



New Demographics New Workspace

Office Design for the Changing Workforce

Jeremy Myerson, Jo-Anne Bichard and Alma Erlich



DEEP WORK



RULES FOR
FOCUSED
SUCCESS
IN A
DISTRACTED
WORLD

Cal Newport

Author of *So Good They Can't Ignore You*

*“the most negative influence on my
intellectual productivity is my
awful open office”*

*“social media fragment our
time and reduce our concentration”*

*“Priority for Brainworkers to be
focus and privacy,*

NOT contact “

Digital Minimalism

On Living
Better with Less
Technology



Cal Newport

"This book is an urgent call to action for
anyone serious about being in command
of their own life" Ryan Holiday, author
of *The Obstacle is the Way*

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Positive Leadership

Humans

crave

Nature

bio•phil•ia
(bahy-oh-fil-ee-uh) noun

an innate and
genetically determined
love for the natural world
felt universally by humankind.

Is this Natural ?

Sitting

Staring at screens

Few Breaks

From Box to Box

Submissive Poses

Air Quality ?

Natural Light ?

Views ?

The Benefits



The Human Dimensions of Organisations

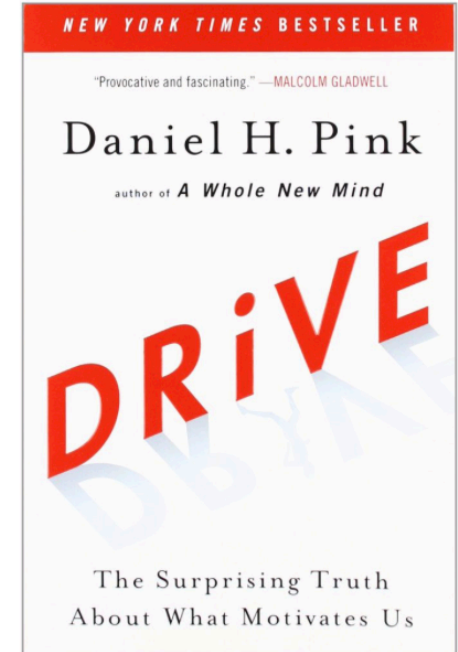
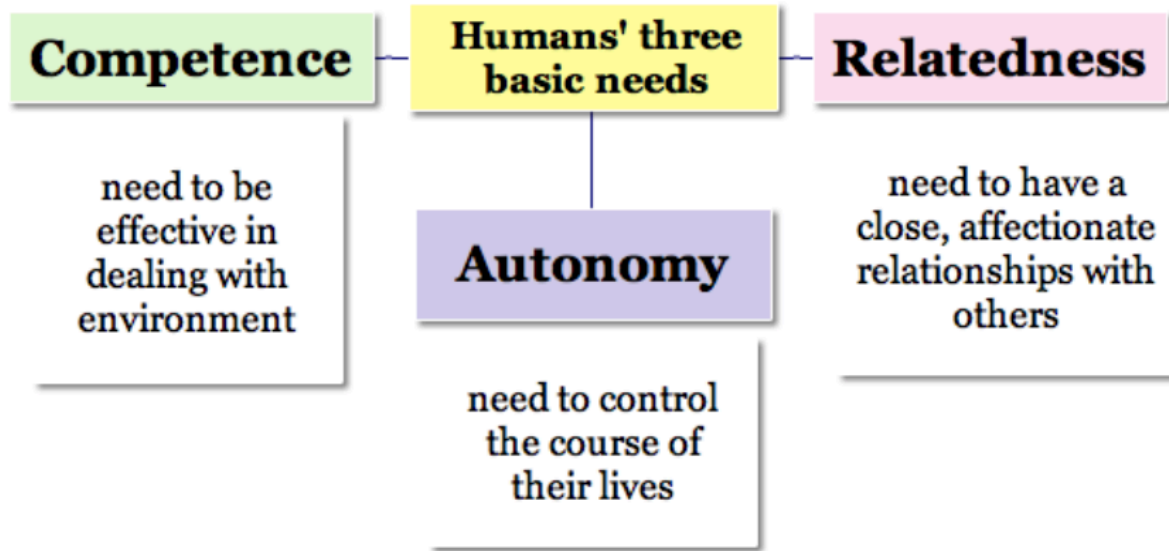
Ergonomics

Biophilic Workplaces & Disciplines

Self-Determination Psychology

Positive Leadership

Self-Determination Theory



Deci and Ryan's Theory of Motivation (1985)
+ Maarten Vansteenkiste (2004) RUent

BORN DIGITAL ?



Digital Leadership Capabilities

Relationships	Flexibility	Productivity	Culture
Accessible and Supportive	Achieving Work-Life Balance	Driving High Performance	Cultural Awareness
Building Trusting Relationships	Exploring and Learning Orientation	Managing Work and People	Cultural Communication
Creating Team Unity	Promoting Work-Life Balance	Strategic Alignment	Openness to Cultural Diversity
Fostering Collaboration	Versatile Communication		

The Human Dimensions of Organisations

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Positive Leadership

Geert Degrande • Joan De Winne • Rebekka Rogiest

Ze maken ons **KAPOT** meneer!



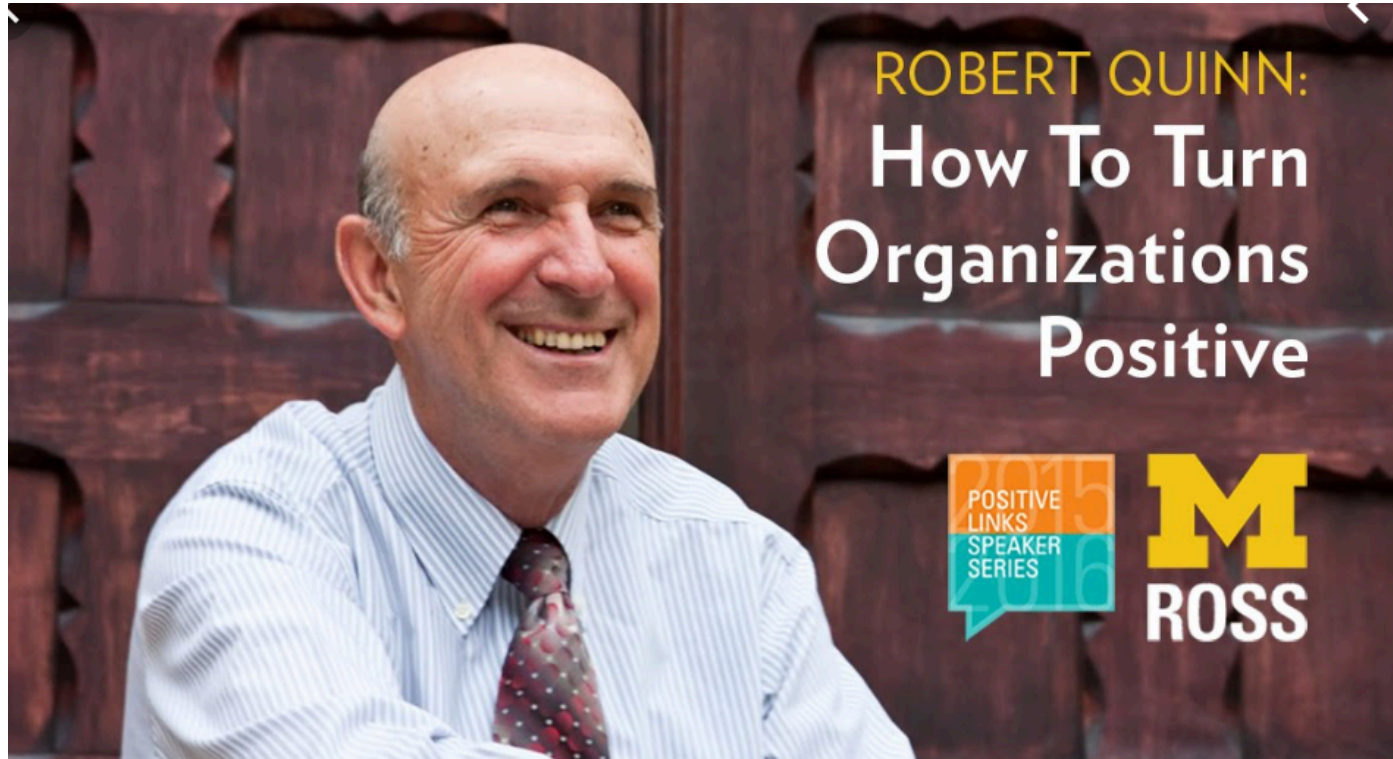
Mensgericht
leidinggeven
bespaart miljarden

Destroying Leadership

They are
KILLING US
Sir

Human Centered
Leadership
Saves Billions of Euros

Positive Organisations



Talent is desperate for a
Human Work Environment

The Workplace Experience Revolution

Unearthing the real drivers
of employee sentiment

Leesman

Research Report
Fall 2018

Biggest Global
Independent
Workplace Satisfaction
Data Pool

The Workplace Experience Revolution

Unearthing the real drivers
of employee sentiment

Activity Support

Individual Focus

Learn from Team

Relaxing, Taking a Break

Creative Thinking

Planned Meetings

The Workplace Experience Revolution

Unearthing the real drivers
of employee sentiment

Space Support

Noise Abatement

Décor / Design / Nature

Proper Desk

Small Meetings

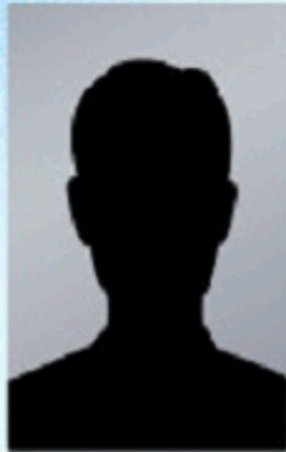
Informal Work Areas

A black studio light on a stand is positioned on the left side of the frame, casting light onto a white brick wall. The light has a large, adjustable reflector and is mounted on a tripod-style stand. The wall is made of white-painted bricks with visible mortar lines. The floor is a smooth, light gray surface.

**How do we bring
Humanity to Work ?**



LEADERSHIP DRIVING LICENSE



ID: 012 345 678

CLASS C

Name

NAME SURNAME

Address

123 ANYWEa STREET

CITY, 34567-890

Date of birth

02/02/1985

Sex: M Eyes: BRO Ht: 6-00

Human Dimensions of Organizations Curriculum

Wellbeing & Joy @ Work

Physical & Psychological (Self-Directed)
Biophilics & Ergonomics

Leadership & Culture

Trustful, Listening, Positive, Vulnerable

Work Philosophy & Style

Result focused, Activity Based Working,
Place/Time independence

A black studio light with a large, reflective, bowl-shaped head is mounted on a black tripod stand. The stand is positioned on the left side of the frame. The background is a white brick wall with a textured, slightly weathered appearance. The floor is a plain, light gray surface.

Where can I learn this ?

In Texas !



The screenshot shows the top portion of the HDO website. The header is a solid orange bar. On the left is the HDO logo, which consists of the letters 'HDO' in white with an orange swoosh underneath. To the right of the logo, the text 'Human Dimensions of Organizations' is written in white. Below this, a navigation menu contains the links 'About', 'Bachelor's', 'Master's', 'Professional Training', and 'Faculty' in white. On the far right of the header is the text 'HDO Blog' followed by a magnifying glass icon. Below the header is a large aerial photograph of the University of Texas at Austin campus, featuring the iconic Tower of the Americas and several buildings with red-tiled roofs. In the bottom left corner of the photograph, there is a semi-transparent white box with the text 'HDO Professional Training' in orange. Below the photograph, the text 'Outliers Welcome.' is centered in a large, bold, black font. At the very bottom of the page, there are three white boxes with black text: 'Bachelor's Degree', 'Master's Degree', and 'Professional Training'.

HDO Human Dimensions of Organizations

About Bachelor's Master's Professional Training Faculty

HDO Blog

HDO Professional Training

Outliers Welcome.

Bachelor's Degree Master's Degree Professional Training

Just around the corner 😊



ILARIA SANTAMBROGIO

Manager in ambito sales e marketing, esperta di smartworking



HOME

CERTIFICAZIONE

IL PROGRAMMA

LA CAMPAGNA "TI SOSTENGO"

I PROTAGONISTI

INFO

FAQ

CHO CHIEF HAPPINESS OFFICER

*Competenze, Strumenti e Pratiche per costruire e gestire **Organizzazioni Positive**.*

*Il primo percorso di certificazione italiano in **Scienza della Felicità e Management**.*

SCRIVICI

BROCHURE

Geni Positivi®

Vogliamo costruire un Mondo con meno IO e più NOI.

I Geni Positivi® siamo tutti Noi che con competenza e presenza ci impegniamo ad influenzare il cambiamento positivo dei nostri eco-sistemi.

HR's 2020 DUTY

Bring Human Dimensions to Organisations

From Human Resources

To Human Realization

Organisations that focus on people WIN

Ergonomics and Usability are VALUED





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