

**valuet**through****  
**technology & guidance**  
for today's leaders

**flowbuilder**  
business roles reengineering

# Is this what you want?

You want to move forward and create a healthy corporate culture so that your company can shine.

## Strategy & leadership

you want to introduce a new strategy

you want to increase profitability

you want to grow your company

you want to make a team run smoothly again

## People & stakeholders

you want your customers to be excited by your company culture

you want happy and loyal employees in times of war for talent

you want a performant recruitment process

you want employees who will grow and prosper along with you

# Do you experience this?

Flaws in these 3 factors increase your cost structure, make it harder to achieve your goals, and kill engagement.

## Design

People complain they do not know what they are expected to do.

People complain about lack of appreciation.

Lack of steering at the appropriate level.

- Micromanagement
- No direct steering

## Align

People are unhappy with their (new) role.

(New) role is too difficult.

(New) role is too easy or not interesting enough.

War on talent makes it difficult to attract the right staff.

Bad match between role and job candidate.

Employees do not live up to the company values.

## Engage

Lack of motivation.

Lack of knowledge.

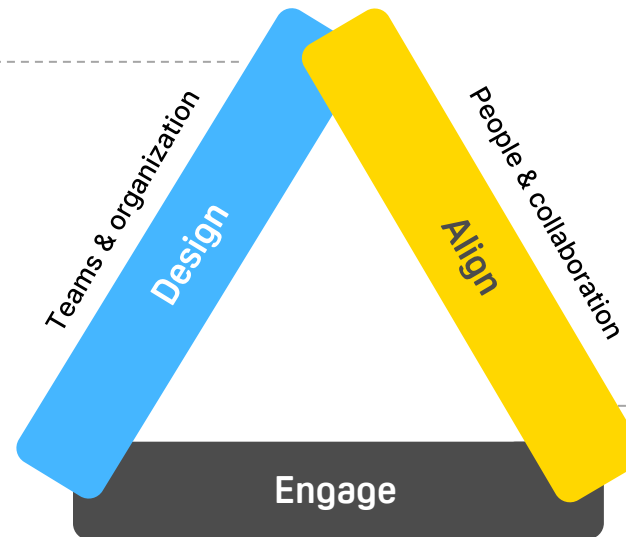
Lack of ability.

# Our solution

Go for a clear organizational design, make sure employees are well aligned with it, and crank up their commitment every day.

- Clear goals
- Clear roles and expectations
- Clear company values

1



2

- Qualitatively based staffing plan
- Job crafting within limits
- Better match between employee and his expectations
- Clear and compelling job descriptions
- Matching candidate taking into account his expectations and values

3

- Personal development plan
- Coaching plan
- Impact-oriented execution of the staffing plan

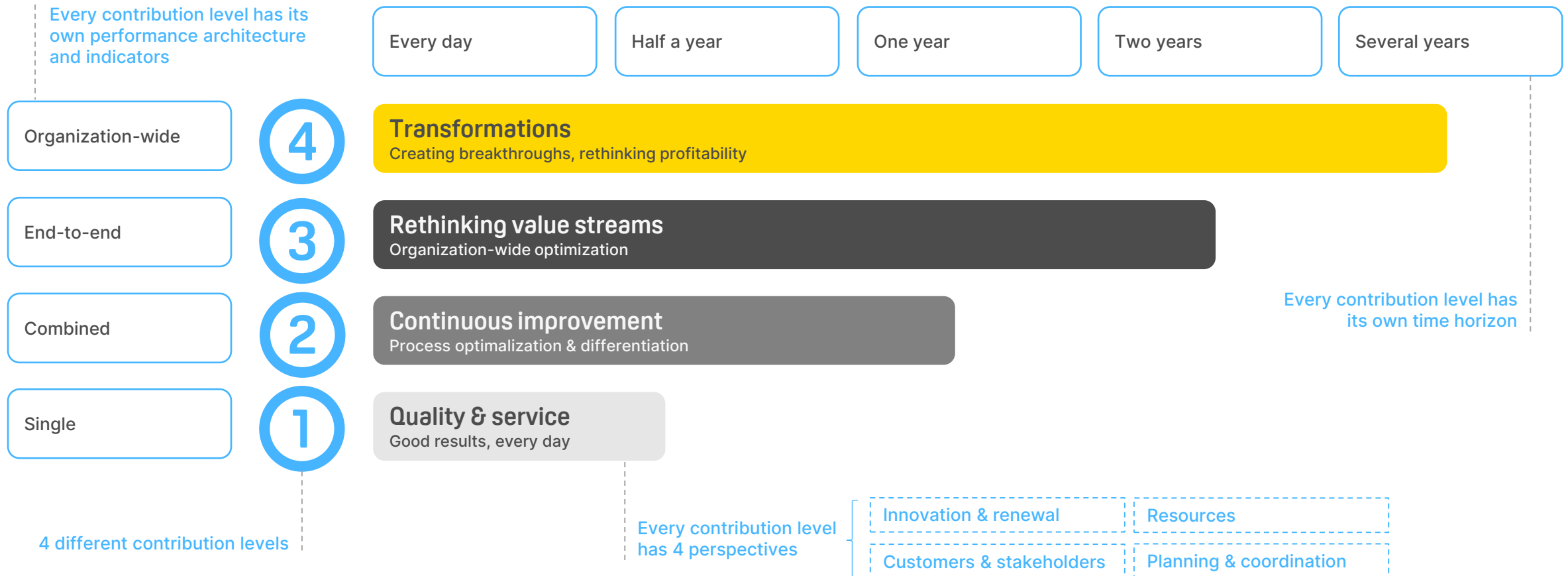
Meaningful impact

## **Add value through**

- ✓ **Better organizational design**
- ✓ **Qualitative staffing of jobs**
- ✓ **Growing employee engagement**

# Contribution model

Use the contribution model to create an optimal role design. Every organization needs roles at each of the 4 contribution levels. Roles should be balanced across the contribution levels.



1

## Agree on the challenge and objective

Translate the challenge into clear objectives and make it clear how they add value. Leave the "how" to the level that has to execute it.

2

## List what processes you deploy to be able to create that value

These are the processes that the role performs to achieve the objective. Immediately look for dependencies and interactions with other processes.

3

## Describe the roles under the form of a meaningful story

Use the processes in flowbuilder to describe the roles at the appropriate contribution level, taking into account the 4 perspectives.

4

## Check that the roll design is correct and adjust where necessary



Are executive roles clear (quality service)?



Are the roles sufficiently apart that there is no overlap in expectations?



Are there any developing roles envisioned (enhancement, broadening, transformation)?



Has sufficient ambition been agreed for those roles in terms of customers and stakeholders, innovation and renewal, resources and planning and coordination?

5

## Examine whether the right people are in the right roles and use this to better align them to their roles



Are they at the right contribution level or does stress arise?



Is their focus balanced across the individual, the team and the entire organization?



Are they performing their roles from the right "motivation" (performance-based, relational, ideological, consciousness)?

6

## Boost their engagement

Based on the analysis and in conversation with the employee, consider how you can help them by giving them a different role or putting them on a more appropriate contribution level, coaching or mentoring, providing training, training,...



# Transparent pricing

Enjoy the power of business roles reengineering.

Small business roles reengineering

## ONE WORKSHOP

**€ 2.500**

Preparation  
Full day workshop  
Debriefing



## ROLE DESCRIPTION

**€ 300 / role**

Preparation  
Written role description  
Debriefing

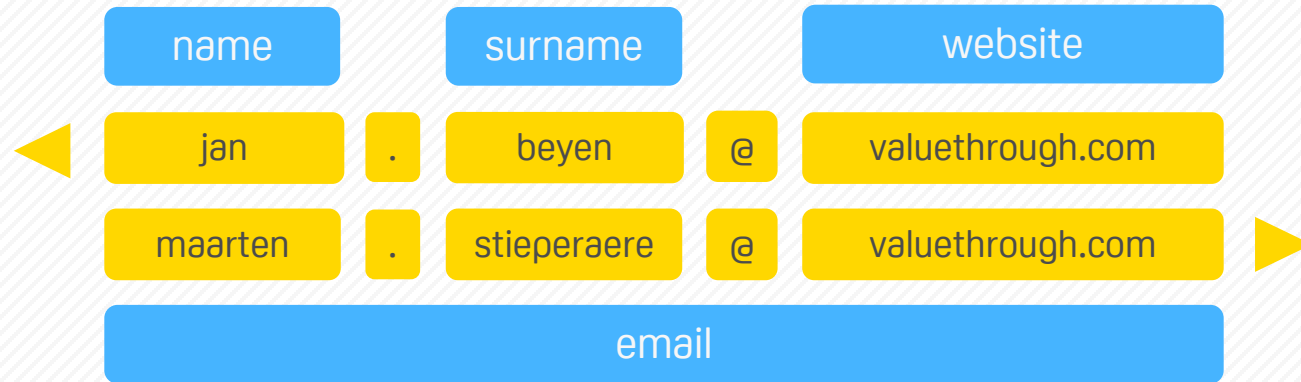
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