

itSMF BELGIUM ANNUAL CONFERENCE 2011  
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# Leadership leads the way

**Speaker :** Dany Franssens  
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**Title of the presentation :** Values and Drives, their influence on your Leadership style.

**Summary of the presentation :** What makes so many people are willing to give energy to an organization that they excel?  
How comes some teams work as well oiled machines?  
How comes one employee embrace change while others get cold sweat?  
People are driven by values; they guide their thoughts and actions.  
Many organizations implement fundamental changes without having the information of values of the employees.  
This provides a lot of energy loss in the form of:

- Internal tension
- Resistance
- Changes which appear not to bring any improvement after implementation

This seminar will give you an introduction to the Values and Drives. It gives you information why they play an increasingly important role alongside competence and talent management and how they can be measured through the valuesmanagement model.  
During this session you get a chance to feel what your primary values and drives are.

A group of hikers with backpacks and poles are ascending a steep, snow-covered mountain slope under a clear blue sky. The hikers are in the foreground and middle ground, moving away from the viewer.

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