

SYSTEMIC LEADERSHIP

THEMES

Barbara Hoogenboom - Jan Jacob Stam - Bibi Schreuder

ANNUAL PLAN

- ◆ How much of the 'plannable future' and how much of the 'emerging future' gets a place in the annual plan?
- ◆ If you would listen closely to what the organizational system actually wants, what would the content of the annual plan be?
- ◆ If you would listen closely to what society wants, what would the content of the annual plan be?
- ◆ Does the annual plan require more 'yes' or more 'no'?



CONFLICT BETWEEN PEOPLE

- ◆ When one of the conflicting people looks at the other, who or what else does he see?
- ◆ Do the reactions fit to the circumstance, or does it look like they belong to a different context?
- ◆ What is it, that needs to be protected?
- ◆ On behalf of who is it also, (unconsciously) being spoken?
- ◆ Which leading principles or core-values are opposed to each other in the conflict?
- ◆ Which higher powers are actually fighting?
- ◆ If these people were to stop the conflict, where else would the conflict arise?



CONTINUOUSLY INNOVATING

- ◆ What is too painful or too difficult to face?
- ◆ What is it that must be avoided at all costs?
- ◆ What gap is it trying to fill?
- ◆ When in the past, did 'downtime' mean 'the end'?
- ◆ What 'ending' is there that must first be faced?
- ◆ Which 'No' must first be vocalized in order for innovation to last?

BIBI SCHREUDER



Bibi Schreuder (1953) completed the Amsterdam Rietveld Academy of Fine Arts. She worked as an Art and Design teacher, and as Coach and Facilitator in vocational education. With her husband Jan Jacob Stam, she is co-founder of the Dutch Bert Hellinger Institute.

'Fallen in love with the concept of learning, I grant human beings their own learning process. Where I can, I support them. I developed many exercises in order for students to be able to embody systemic principles. My perception is precise, enveloped in love and humour'.

JAN JACOB STAM



Jan Jacob Stam (1954) is a biologist. After careers as high school teacher, manager in a Dutch Telecom and partner in a consulting company, everything came together in systemic work. Together with his wife Bibi Schreuder and in close accordance with Bert Hellinger, he founded the Dutch Bert Hellinger Institute in 2000.

'As biologist I always loved living systems. Without judgement, without wanting to improve them. Until today I feel the same excitement in systemic work as I did when I was a little boy at the beach: finding shells coming from a gigantic ocean of (still) undiscovered knowledge.'

BARBARA HOOGENBOOM



Barbara Hoogenboom (1972) studied Business Administration both at the Dutch Business University Nyenrode and at the University of Oregon, (USA). After a decade of working in the financial services industry and a decade of working as a professional mediator, she became co-owner of the Dutch Bert Hellinger Institute in 2015.

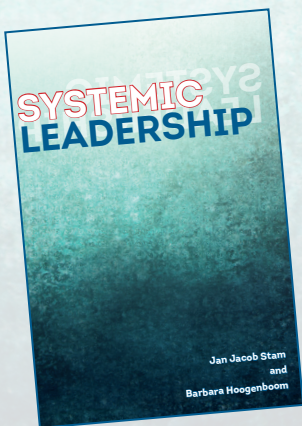
'What deeply moves me to do this work is to contribute to a world where we can look at and interact in a milder way with each other. I love to spread this systemic phenomenological approach in a practical, light and connecting way'

BOOK SUGGESTION

#3

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By Barbara Hoogenboom and
Jan Jacob Stam



NEGATIVE DELEGATION

- ◆ Who, in the past, couldn't finish their assignment?
- ◆ Where, in the past, were assignments not able to be finished?
- ◆ What is being avoided by delegating?
- ◆ Which unfairness is trying to be balanced out through delegating?
- ◆ Which unconscious desire wants to be acknowledged by delegating?
- ◆ What price is there to be paid when taking full responsibility?
- ◆ In what way is delegating a wake-up call to look at our own core existence?

FAVORITE QUOTE

#6

Giving up hope that the other (such as your parent, your former partner, your previous employer) will acknowledge you for who you truly are, what you had to suffer and/or what you contributed, is the fastest way to set yourself free.

(Barbara Hoogenboom)

OBJECTIONS

- ◆ What life force is hidden in the objection?
- ◆ Whose voices are (also) being heard through the objector?
- ◆ What is heavy enough to make a fuss about?
- ◆ What weight was difficult to bear?

EXPLANATION

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