

Leiderschap  
versterken

Politie Antwerpen



# Dircom oktober 2017 “leiderschap versterken”

Brabowerken – impact op stijl LG  
Klankbordsessies voor leidinggevenden

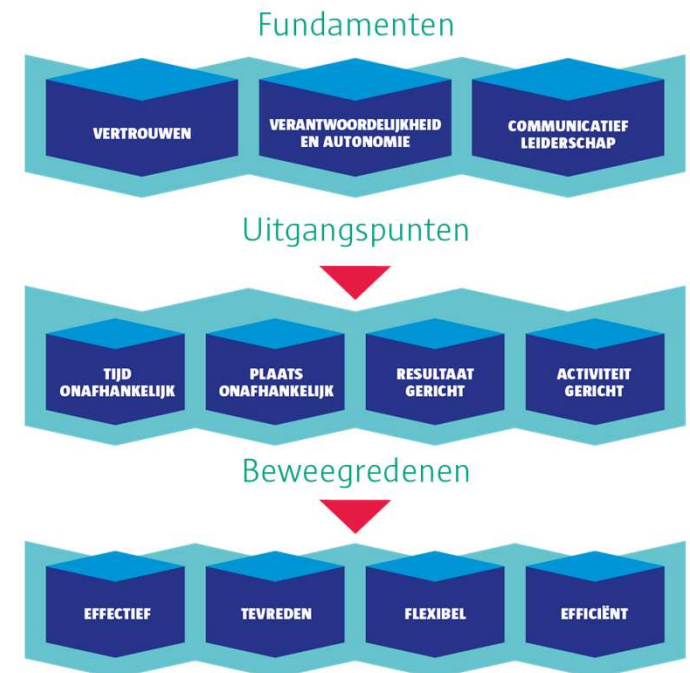
Alarmbel!

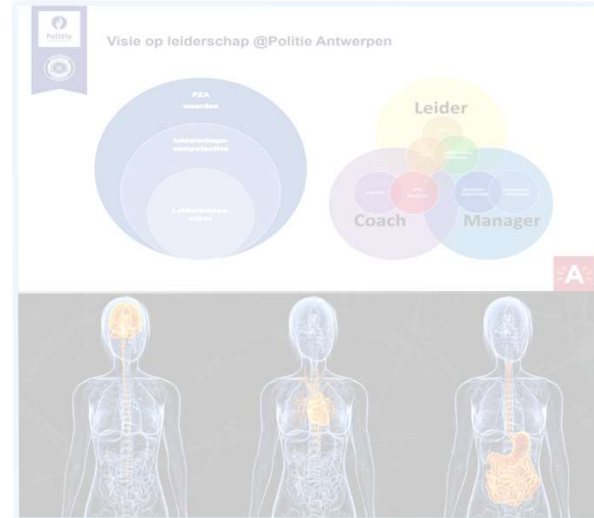
*“LG ontbreken essentiële vaardigheden  
(kennen-kunnen-willen-mogen-durven) én  
geloven het niet”*

Opdracht

*“Organisatieverandering aanwenden in functie  
van leiderschapsontwikkeling”*

Inzetten op leiderschap versterken

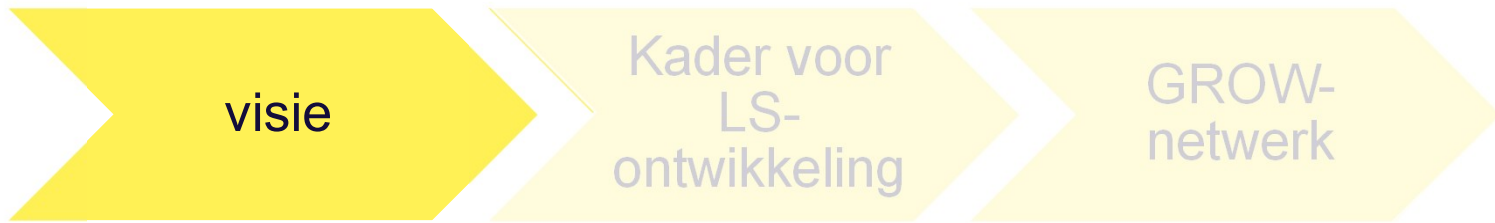


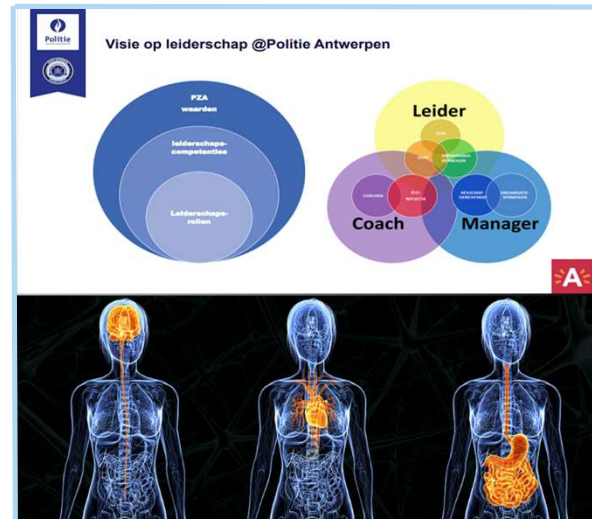


- Klankbordsessie - draagvlak
- Dircom voor LG
- Proeftuinen leiderschap (LR, netwerk LG, nieuwkomsers)

- Hoofd – denken (leider)
- Hart – voelen (coach)
- Buik – guts (manager)

- **Generiek:** competentiemeting, promotieprogramma's, leadership journey, verplichte opleidingen
- **Specifiek:** intervisie, coaching, teamdagen, intervisie

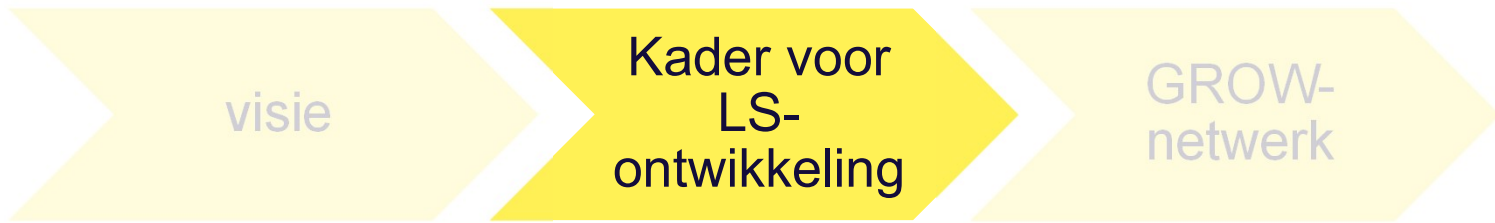




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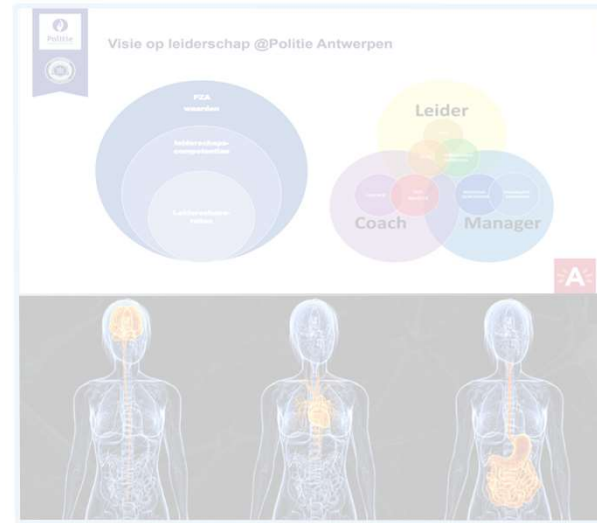
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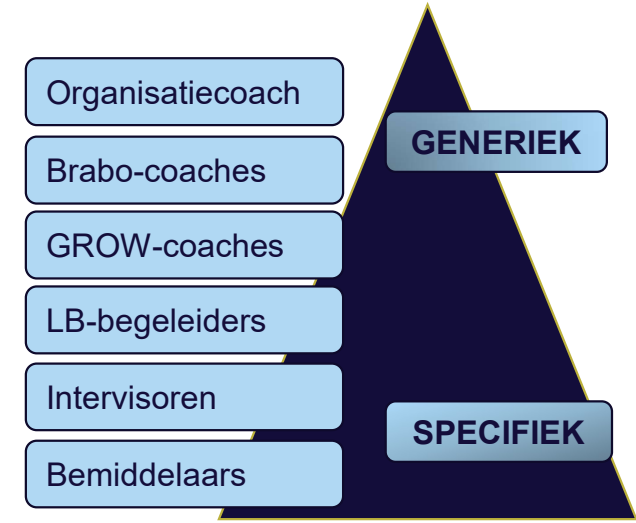




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# Best practice - competentiemeting

Nulmeting (POP – opleidingsaanbod)

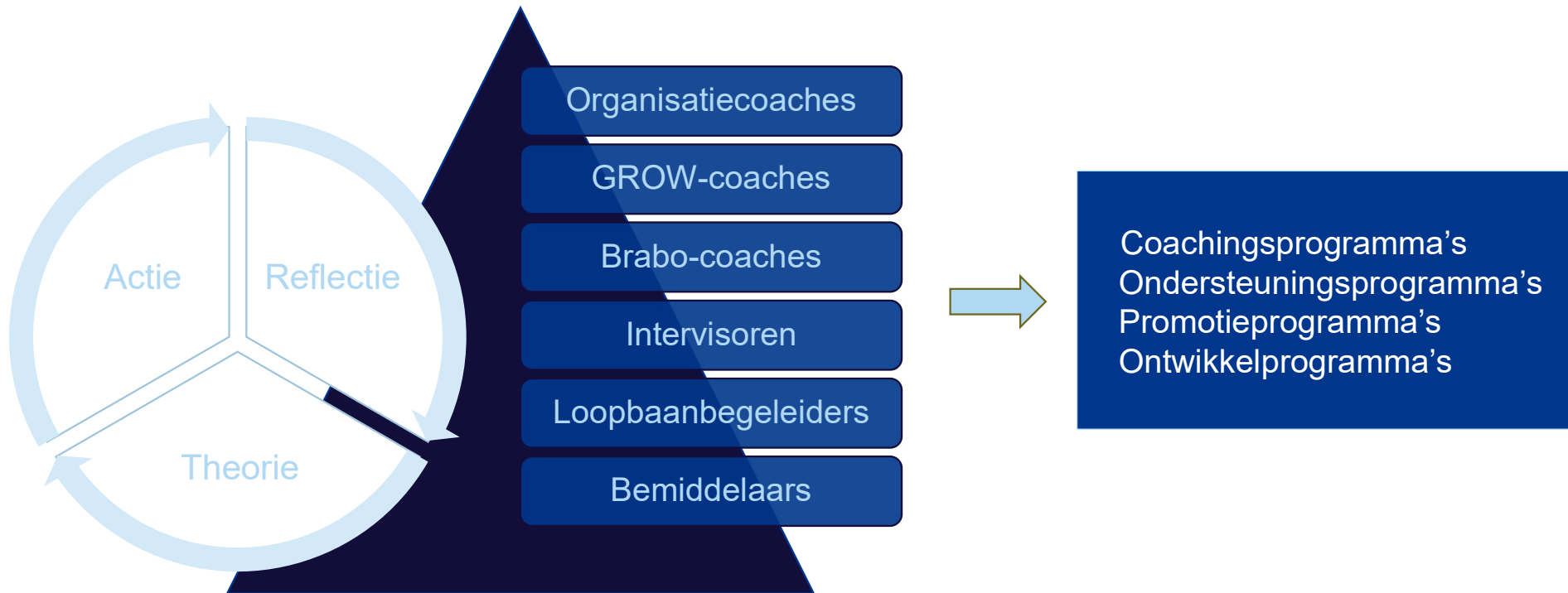
Verplicht onderdeel ontwikkeltraject





# Best practice – GROW-netwerk

*“Helping people learn from their work rather than taking them away from their work” (Galli & Müller-Stevens)*





# Lessons learned



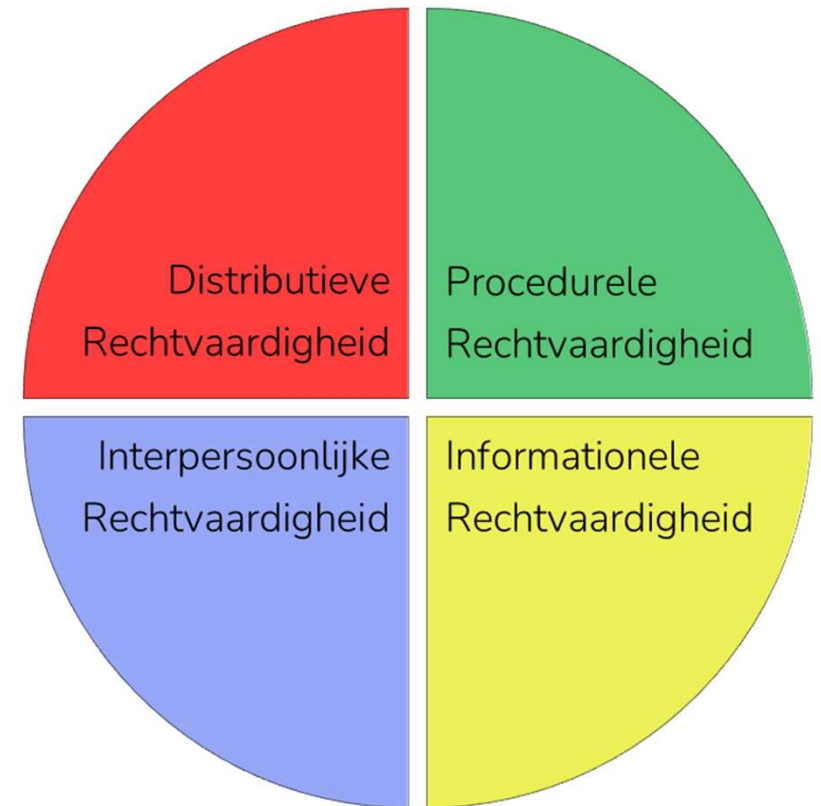




# Psychologische veiligheid

28.6% geeft aan zich onvoldoende veilig te voelen

- Teamleaders: 34.6%
- Diensthoofden: 20%
- Afdelingshoofden: 5.9%





# *Ontwikkeling van leiderschap*

GROW-netwerk

Self- vs. Other-assessment

Leadership journey





# Programma

## **DAG 1 – “ik als leidinggevende van PZA”**

Leiderschap Politie Antwerpen

Getuigenis – Carlo Neyt

Persoonlijkheid

Missie – visie – waarden – Karl Heeren

Mijn leiderschapsverhaal





# Programma

**DAG 2 – “mijn persoonlijk leiderschapstraject”**

Intervisie – o.b.v. intervisoren

POP – o.b.v. GROW-coaches





# *Ontwikkelaarheid van leiderschap*

Ongeveer 24%-32% van leiderschap(srol) is 'aangeboren'

- Intelligentie
- Persoonlijkheid

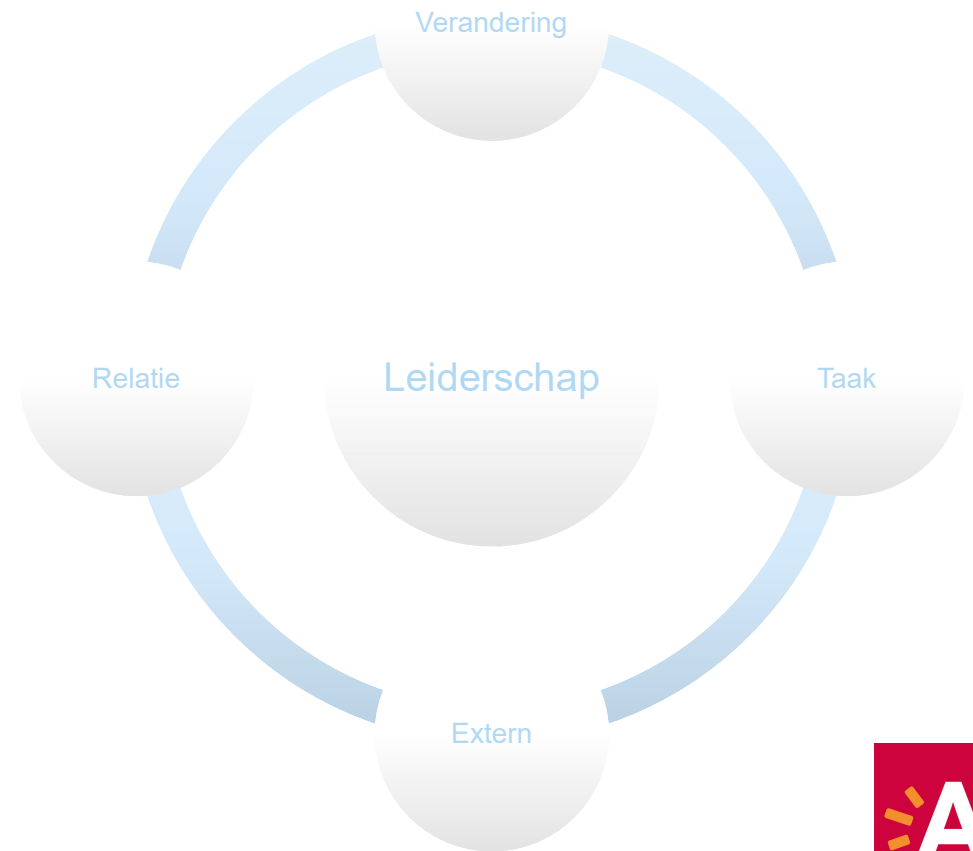
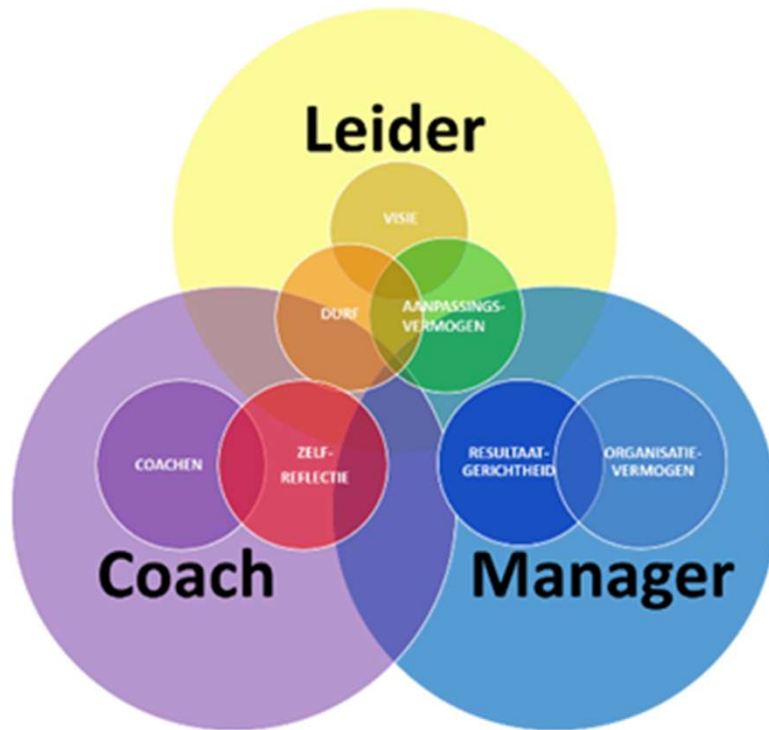
Screening van leidinggevenden

- Hexaco: integriteit, openheid, ...





# Leiderschapsmodel





# Bronnen

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Vragen of bedenkingen?