

FLANDERS SYNERGY
LET'S WORK TOGETHER

“The labour organization could be better”

Easily said.

But how?

FLANDERS SYNERGY HELPS YOU TO MODERNIZE

FS aims at enhancing your organization

Flanders Synergy wants to make organizations ready for the fray. In order for them to set to work more flexibly and in a more qualitative, lasting and innovative way. In co-operation with all parties interested we make work more fascinating and challenging. We do this by modernizing the labour organization, so that more people can stay at work, in active and attracting jobs.

FS works with practical knowledge and specific projects

Flanders Synergy helps organizations to set up a renewed labour organisation. A team of experts supplies models, insights and instruments based on scientific research.

The redesigning is made-to-measure

FS strives for an integral organizational renewal by approaching organizations from the cohesion between structure, culture, systems and human potential. First we set the strategy. Then we devise the structure and, subsequently, we tackle the (HRM and ICT) systems. Multidisciplinary teams are the materials of the organization. They are accountable for a task that is as complete as possible. FS looks at the context of your organization, its needs, and takes into account the learning phase your organization finds itself in.

In all Flemish organizations

Whether or not you work in a company, a social-profit organization or for a public body, big or small, Flanders Synergy wants to help you to trace out a better labour organization.

FLEMISH ORGANIZATIONS ARE IN NEED OF THIS SYNERGY

The job market is ready for thorough changes

Belgium is one of the most productive countries in the world. Less positive is that relatively few people work there. In the Belgian job market only few young and old employees of working age get busy as such. Thus, people must be able to work longer, but also in more healthy circumstances and with good grace entirely. In many organizations therefore changes become more than essential. This is amongst others a matter of labour organization, the way in which work is subdivided into functions and jobs.

Better organizations hand in hand with better work

The new labour organization creates a synergy between organizational quality and labour quality. This is what makes a company more than ever decisive. It no longer restricts its people to very specialized and limited work activities, isolated and therefore often related to problems of co-ordination. An innovative labour organization avoids this by organizing work in a different manner. We do this by organizing outside in: we think in function of the requirements of both the clients and surroundings. Based on this we streamline the processes; we group them into logical coherent units, for instance around clients, orders or products. As such we reduce the complexity of an organization. In a new labour organization co-workers in self-managing teams are jointly responsible of a product or service, and this as completely as possible. A dynamic environment is created, stimulating productivity, quality, flexibility and durability.

Jobs should become 'more active'

Organizations wish to innovate. One often thinks of the product, process and technological innovations. The potential of social innovation is not yet exploited to the fullest. Nevertheless many innovations can also originate from a new method of working. Because the employees themselves get to improve and renew things, and adapt them to the everchanging wishes of both the clients and the market. Co-workers tend to feel more involved when they can themselves help to organize and develop.

Everyone more competitive

When Flemish organizations are innovated in this way, our region can further develop into an economically competitive and sustainable area where it is good to live and work.

THE FUTURE HAS BEGUN

THE FIRST EXPERIENCES WITH FS PROJECTS

Already after a few months Flanders Synergy could count on some convinced participants to its activities. A couple of them give a short description of their first experiences.

“All parties gain”

Barco had been observing that there was more walking around going on, and that there was a lack of satisfaction with the co-workers of a department, as well as a greater need of tuning in. It requested Flanders Synergy to help to make the transfer from vertical and product-directed to horizontal and process-directed departments, in order to give the co-workers more autonomy and regulation possibilities. *“This will cause the co-workers to regard their own function as more agreeable and as such the co-operation with their colleagues will become less tense. All parties gain,”* Eric Faes, training and development manager, describes. *“Flanders Synergy helped setting up the internal process in order to reorganize the department in question, as to structure and job content. The competence pool gets its knowledge from both research and its vast experience with this kind of projects.”*

More responsible co-workers and a lighter organization

Bombardier Transportation wanted to tackle the quality of labour content in the production teams. *“Co-workers had to be given ‘active jobs’, the which needed to lead to a greater job satisfaction and better company results. The team members must now take more team tasks upon themselves and handle problems more independently. The team co-ordinator is given more space for coaching and guidance, while the co-workers get a better support as well as more correct information”,* according to Freddy Ginneberge, HR manager on the company’s premises. *“However, the responsibility should lie with the person implementing the work. This is why the co-workers must be very much aware of what exactly they are doing. As soon as this is the case, the job satisfaction increases and we can unburden the organization. Flanders Synergy helps to put principles into practice, as from the first information sessions. This way we got a stronger file with the European Social Fund, which provides us support*

A participant: “key to positive dynamics with co-workers”

One gains new insights, keys to make the jobs for the people in the organizations I advise more enduring, so that people can again to the fullest build up long and healthy careers. This is exactly what I get in the Training Senior Consultant Innovative Labour Organization of Flanders Synergy,” according to a participant to the first FS training programme.

Though before he already disposed of quite some HR baggage, he still gained new and important insights. *“Capacity problems can often be solved by delegating tasks the proper way and by empowering people. This also takes a lot of stress away with them. During this training one is not only informed on how to get people rationally over a limit, but also on how one can cope with the emotional effects. There lies the key to positive dynamics. This way your co-workers can go on for a long time, at their own pace and with good grace.*

Network participant: “Innovative Labour Organization (ALO) is a practical necessity”

Ivo Vermeiren, production manager at Tyco Electronics, participated in one of the first FS workshops on the critical factors of a successful organizational change. There he exchanged his experience on changing procedures with the other participants. *“This was utmost useful. One discovers that certain labour problems are often identical in other sectors. The others are also concentrating on the procedures on the shop floor. Very informative.”*

The HR manager of the company followed the training for senior consultant ILO. *“It’s not a mere theory to us, but in fact a practical need,”* still according to Ivo Vermeiren. *“One also needs to learn from a real-life case, as there’s no such thing as a standard solution. Moreover, ILO is not something that concerns only the HR team, on the contrary it concerns all operation managers. This is why I, being a production manager, involve them closely into these procedures,”* according to the production manager still. His company became a member of Flanders Synergy. *“The competence pool helps us with a challenge that is essential to both our productivity and market position. We wish to engage ourselves on the long term.”*

CONCRETELY GETTING BUSY ALL TOGETHER

Flanders Synergy is open to co-operation with each and every enterprise, organization and institution in Flanders. A first main goal is to give advice to all Flemish organizations that strive for an innovative labour organization. This counselling consists of 2 phases. During a first advice FS, with your collaboration, gives shape to a project. This counselling is for free for all Flanders Synergy members. In a second phase a by FS trained external consultant guides you through the execution. Flanders Synergy supports the second line advice procedures by co-financing (max.) 15 days at a rate of (max.) 500 euros.

Training for competitiveness and job satisfaction

Besides this, Flanders Synergy also organizes specific trainings, as there are senior consultant innovative labour organization. In 2009 to Flanders this was something new. The highly professional and interactive programme gives both consultants and managers the competences to support organizations in renewing their labour organization, in order to be both competitive and an alluring employer. The programme offers a framework within which organizations are helped to go through the innovation process. Having gone through the programme, the participant qualifies for implementing counselling projects that are co-financed by Flanders Synergy.

Networking

FS organizes network activities. These networks are both regional and thematic. The networking is continuously fed with insights from applied and fundamental scientific research, which is typical for a competence pool with a strong academic base. It offers organizations and consultants a platform through which they can exchange their experiences, find answers to professional problems, and get acknowledged with new approaches as regards innovative labour organization.

Membership and networking hand in hand

Flanders Synergy is a membership organization. You can join us as a corporate member. In which case you are admitted to the knowledge network, the annual congress and the FS network. You may appeal to the first-line advice and you are given a subsidy of maximum 7,500 euros for the second-line advice. You are moreover given a reduction on publications, instruments and trainings of the competence pool.

Ambassador members enjoy the same advantages and are the more behind the Flanders Synergy Wheel (amongst others by putting themselves forward in the administrative organs).

For more details on how to become member, see our website www.flanderssynergy.be Obviously, you will find there some further information as well as the most recent developments.