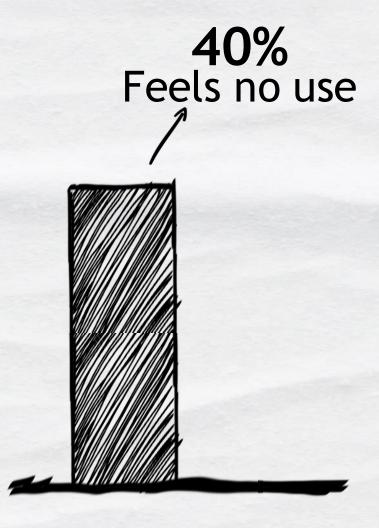


# THE WAY WE WORK IS BROKEN

**23%** Always/often

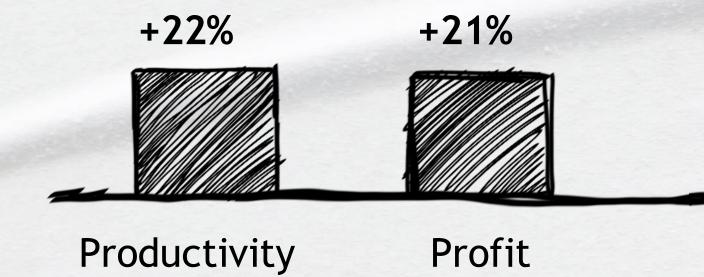


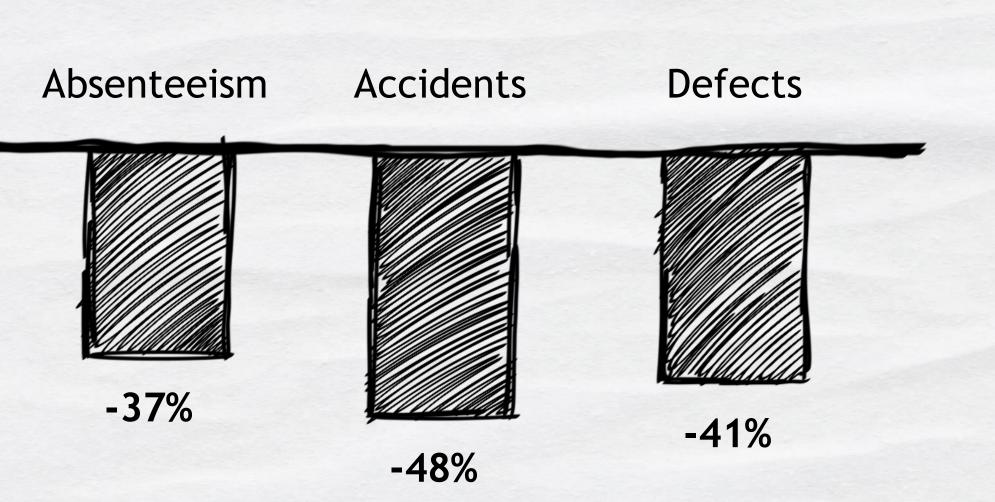
**BURN-OUT SYMPTOMS** 



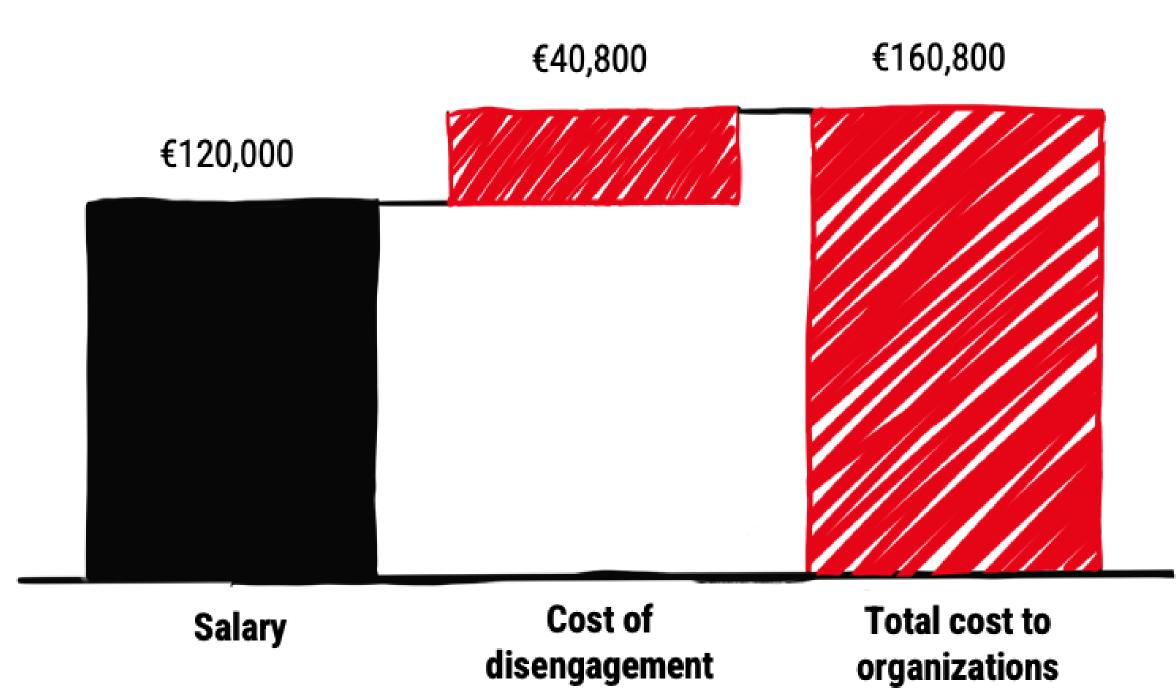
### **CONTRIBUTION TO SOCIETY**

### ENGAGEMENT AFFECTS KEY BUSINESS OUTCOMES





# Disengagement costs go through the roof...





FROM PROFIT

#### 2. FROM HIERARCHICAL PYRAMIDS

#### 3. FROM DIRECTIVE LEADERSHIP

4. FROM PLAN & PREDICT

FROM RULES & CONTROL

6. FROM CENTRALIZED AUTHORITY

5

8

FROM SECRECY

FROM JOB DESCRIPTIONS

TALENTS & MASTERY

RADICAL TRANSPARENCY

DISTRIBUTED AUTHORITY

FREEDOM & TRUST

>

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EXPERIMENT & ADAPT

SUPPORTIVE LEADERSHIP

ANETWORKOFTEAMS

PURPOSE & VALUES







## RESULTS



10% annual productivity increase for 10+ years

Lowest absenteeism in Belgium



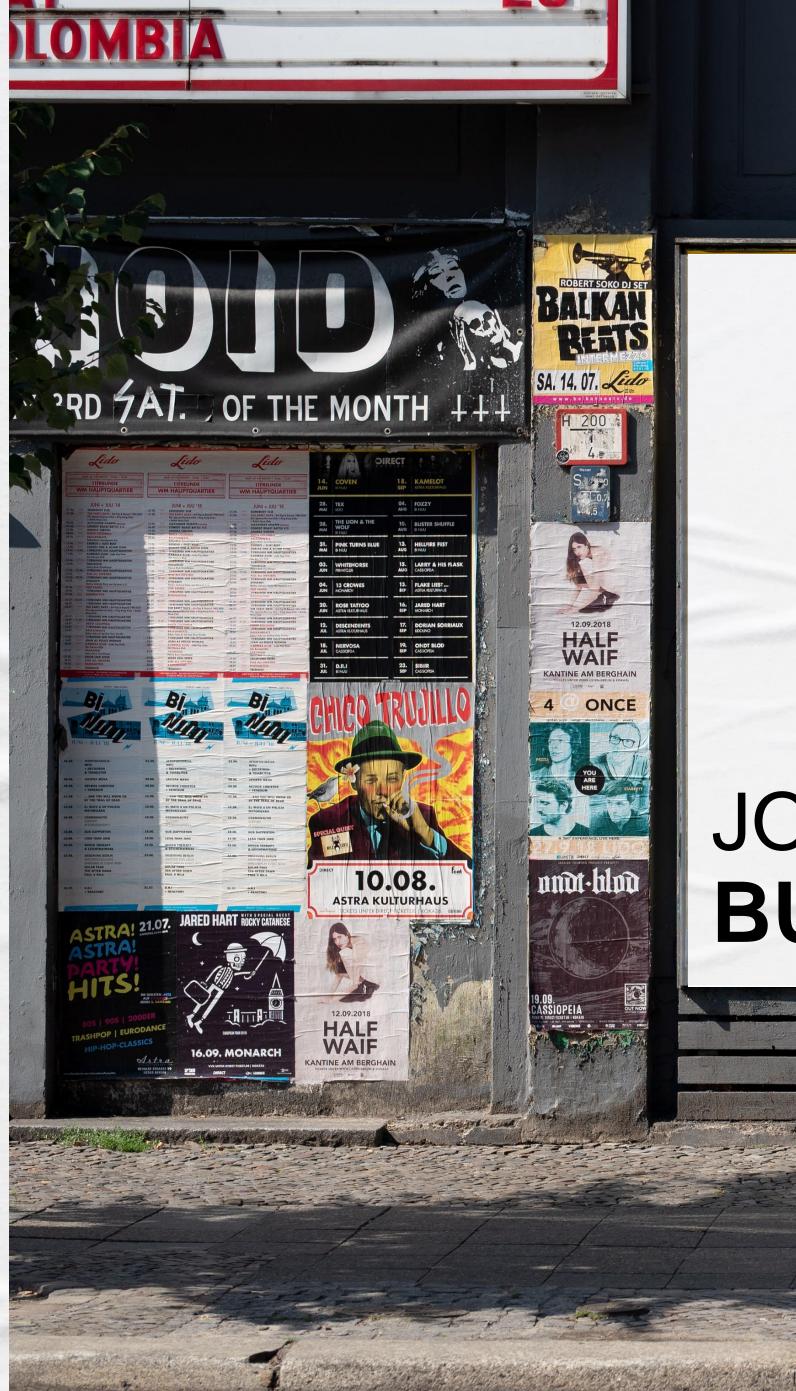
From 3 to 57 job applications per vacancy



Preferred by 92% of graduates



Won the Gender Balanced Organization Award



### JOS DE BLOK BUURTZORG

- the second



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# BUURTZORG



15,000 employees, 1,000+ self-managed teams

0 managers, 25 coaches



50 support staff in HQ



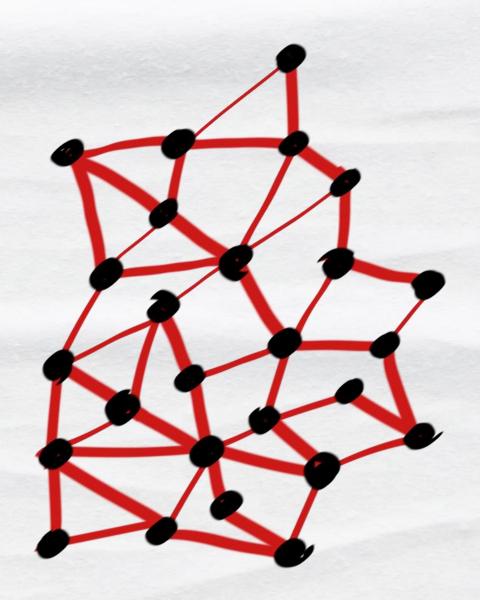
Overhead costs are 67% lower



Highest employee and client satisfaction, extremely low staff turnover



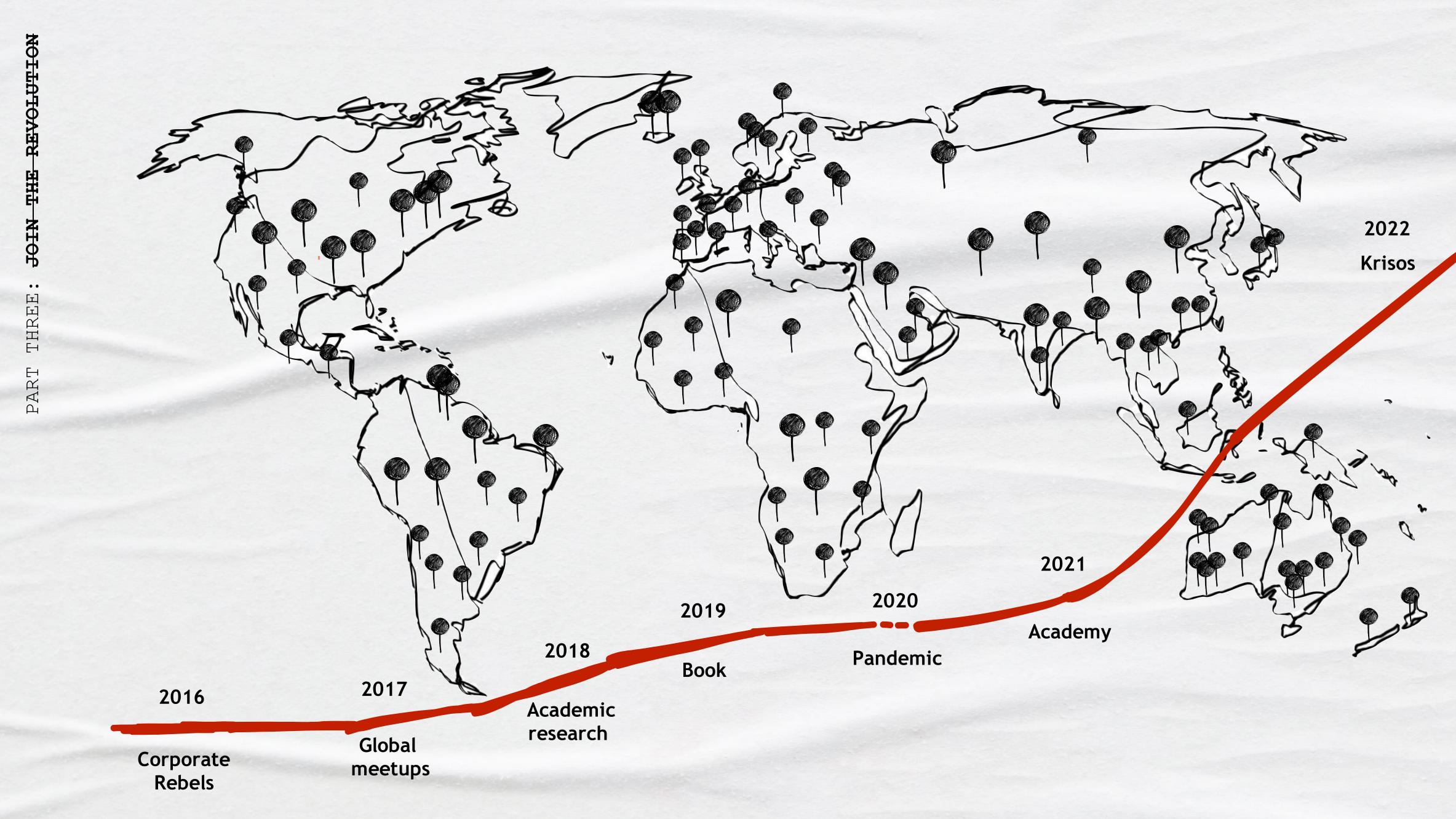
Patients cured fastest



@corp\_rebels









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