

CURRICULUM VITAE DETTE VAN ZEELAND

PERSONALIA

Last Name : van Zeeland
First Name : Dette
Company : Golven Maken
Gender : Female
Nationality : Dutch
Date of birth : 27/04/1975
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PROFILE INTRODUCTION

I facilitate transformation on personal, team, organisational and community level and provide guidance in the movement from an egocentric to a sociocentric and an ecocentric view. I am passionate about self-organisation and awareness.

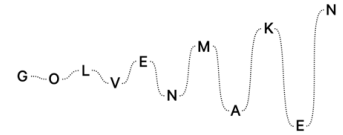
As transformation coach I inspire and facilitate organisations and teams to collaborate in more conscious and effective ways, based on equivalence and ownership. I help organisations to become a living system that taps into the collective wisdom, embrace a culture of trust, respect and openness and design a structure that can handle complexity and continuous change.

To do so I use Sociocracy 3.0, agile and Lean principles, nonviolent communication, deep democracy, systemic work, NWOW and change management methodologies. In my facilitation I use a variety of tools for cocreation, codesign and group dynamics and I have a systemic and holistic approach in every transformation process.

You can address me for online and offline coaching, training and facilitation. My support lies in coaching and training the organisation and teams, designing the change process and mentoring the guiding coalition. In recent years I often design the organisational structure, implementing governance models and facilitating transitions towards agility, sociocracy 3.0 and new ways of working.

I have also advised organisations in setting up activity based, social workplaces and helped creating corporate communities and company cultures that support and drive change. As expert in community management and (social) entrepreneurship I bring a bunch of proven methodologies for these communities and workplaces to thrive.

In my coaching practice Voice Dialogue, nonviolent communication and systemic work are my main instruments as they have proven to be very effective, fast and healthy ways to create wholeness and balance in one's personal system. I facilitate others to better lead themselves and find their true purpose in life. Lastly, I use nonviolent communication in conflict resolution and a variety of rituals to honour and create movement and transformation in teams and organisations.



RECENT CLIENTS

European Institutions, Delaware, Kom op tegen kanker, Muntuit, City of Antwerp, University of Antwerp, Parentia, VDAB, City of Dendermonde, De Transformisten, FMDO, City of Roeselare, De Stuyverij, Thomas More, Vlhora, Karel de Grote Hogeschool, Samenhuizen, Threon, Talent IT, Kapernikov, Mediagenix, Canguru, KULeuven, Fluvius, Walk Your Talk, Schoolmakers, SD Worx, Odisee, Amnesty International, Timelab, Engie, De Koer, Bouwunie, Xen advise, Think Tomorrow, Pegode, P2P Foundation.

EXPERIENCE

10/2011 – present **Golven Maken**

Function: Organisation and Team coach, Sociocracy 3.0 coach and facilitator, Voice Dialogue facilitator

Responsibilities:

- Designing and cocreating change trajectories and governance models based on S3, Agile and Teal to create self-steering organisations
- Facilitating S3 processes in teams and organisations to enhance equivalence, ownership and trust
- Coaching and mentoring teams and organisations in applying S3 patterns and developing a mature culture of equivalence, accountability, transparency and trust
- Training organisations in S3 processes like consent decision making, peer development, agile working and governance
- Personal coaching of intra- and entrepreneurs, formal and informal leaders based on Voice Dialogue, Positive Psychology, Wholeness matrix

Results:

- Successful transitions to more shared leadership and self-organisation within different organisations
- Successful adaptations of Sociocracy 3.0 patterns in a broad range of organisations
- Restoring respect, trust and open feedback culture in teams
- Creating an agile way of working based on cocreation, consent and diversity
- Personal transition and a growing aware ego

06/2018 – present **iLean**

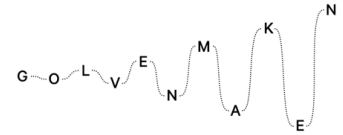
Function: Sociocracy 3.0 coach, trainer and facilitator, S3 Meetup Energizer

Description:

Organisation and team coach in different industries, with a specialisation in Sociocracy 3.0 (S3).

Responsibilities:

- Designing and cocreating change trajectories based on S3 to create more self-steering organisations
- Facilitating S3 processes in teams and organisations to enhance equivalence, ownership and trust
- Coaching teams and organisations in applying S3 patterns and developing a mature culture of equivalence, accountability, transparency and trust
- Training organisations in consent decision making, peer development, agile working and governance



Results:

- Successful transitions to more shared leadership and self-organisation within different organisations
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- Creating an agile way of working based on cocreation, consent and diversity

04/2014 – 11/2017 Appelblauwzeegroen

Function: Change and project manager

Description:

Organisation and collaboration coach and change manager for organisations in different industries.

Responsibilities:

- Change management and NWOW project management including open space agility for several clients
- Organisational coaching and design of new ways of collaboration within companies
- Supporting companies in their transition and coaching on resistance and resilience
- Design of campaigns and communications to support change

Results:

- Successful transitions or kick-starts within different organisations
- A proven, hands-on methodology to lead change and NWOW projects
- An easy to use framework for communication in change tracks

04/2014 – 2/2017 Coworking het Bolwerk

Function: Community manager and culture designer

Description:

Coworking and community manager in NWOW surroundings, coworking spaces and shared offices. Managing a network of coworking spaces. Advisor for activity based and social workplaces.

Responsibilities:

- Offline and online community management and matchmaking
- Developing a R&D lab around New Ways of Working to support change projects
- Activity Based Working facilitation and supporting co-creation in communities
- Creating and hosting network formats and entrepreneurial workshops

Results:

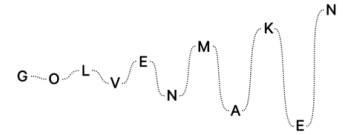
- A tenfold increase of the local coworking community
- Optimised and transferrable Activity Based Working design
- Installation of co-creation formats leading to a next level community with increased business development

02/2016 – 10/2016 Amnesty International

Function: Change agent and consultant NWOW

Description:

Prepare AIVL to move and merge with AIBF in Brussels and adapt New Ways of Working. Facilitate this transition, design communication and stimulate co-creation.



Responsibilities:

- Facilitation of the transition to a New Way of Working company
- Intensive mentorship of the Behaviour squad
- Setting up new collaboration methods in order to smoothen the transition and remove or diminish resistance.

Results:

- Creating organisational readiness for the move and shift
- Several successful try-outs of open space and agile workplace formats
- Instalment of agile meeting practices

09/2015 – 12/2016 City of Antwerp

Function: Change manager and project lead

Description:

Creating an economic boost by attracting new entrepreneurs and supporting existing commerce. Use of stakeholder management, community management and eco system thinking in a top-down & bottom-up approach.

Responsibilities:

- Design and execution of this innovative project
- Bring together multiple stakeholders in a complex and ultradivers environment and creation of a sustainable community
- Shift the economic decline to growth and create new economic injections

Results:

- Creation of 11 new local businesses within the scope of the project
- Gathering 1000 individuals of very diverse backgrounds in a local community
- Delivery of a White Paper on how to tackle economic decline and supporting local transition.

06/2006 – 07/2010 Quintessence Consulting

Function: Marketing and Communication manager

Description:

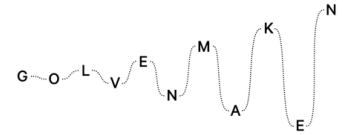
Creating a new corporate identity, designing and executing the marketing strategy and doing business development for new tools and services in the field of competence and talent management.

Responsibilities:

- Coordination of interviews, trainings and workshops for high level clients
- Organizing certified coach programs and congresses on competence management
- Development of corporate identity, website, magazine and campaigns
- Business development for many HR services and products

Results:

- Delivery of new corporate identity and website
- Development of first stage of a new business unit and several tools
- Creation of a viral campaign with 500.000 unique views



TECHNICAL (or other) KNOWLEDGE

Certified Sociocracy 3.0 Practitioner
 Certified Scrum Master
 Certified Voice Dialogue Facilitator
 Change management
 Systemic work and constellations
 Corporate Rituals
 Communication in Change management
 Non-Violent Communication
 NWOW and Community management
 Coworking management
 Project Management
 Stakeholder management
 Teal - Reinventing organisations, Trust Based Systems
 Entrepreneurship, Pitching, Networking
 Kaizen
 Marketing and Business Development
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EDUCATION

Professional Bachelor	Academy of Fine Arts	1994 – 1999
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ADDITIONAL RELEVANT STUDIES

Non-Violent Communication	Robert Gonzales (CNVC), WYT	2019-2020
Sociocracy 3.0 Practitioner I,II, Deepening	Ilean, Learn S3	2017-2019
Constellation work	Creative Consciousness, The 7th C	2019-2021
Strong teams talk about Elephants	iLean, Sensetribes	2019
Fund. of Agile and Sociocratic Leadership	iLean	2019
Liberating Structures	iLean a.o.	2019-2021
Voice Dialogue I,II, Empathy training	VD Institute	2018-2021
Scrum and Agile training	Ilean	2017-2018
Change management	Lemonaid	2017
Leadership	Voka	2016
Agile methodology	Lemonaid	2016
Organisational development	Lemonaid	2016-2018

LANGUAGES

	<i>Understand</i>	<i>Speak</i>	<i>Read/Write</i>
<i>Dutch</i>	N	N	N
<i>French</i>	B	B	B
<i>English</i>	G	G	G

Native / Excellent / Good / Medium / Basic