

## About The Reset House

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A fresh pair of eyes



# About The Reset House \*

## Why?

- Combining capabilities to empower people to do what is truly right for them
- Contribute to society initiating creative dialogue, walking away from polarization

## What?

Combining change mgt-, senior leadership-, consulting-, mediation- and coaching skills into the portfolio named..

## ..The Resets

### Creating

- Behavioral change, in 2 days
- Fundamental reflections
- Deep personal insights
- Organizational- and team cohesion



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# About The Portfolio

## Portfolio

- **Reset Individual**
  - Small group of trainees, in house setting, 48 hours learning, reflecting and exercising.
- **Reset Coach**
  - Training to conduct a Reset; Small group of experienced coaches, senior level change management people, in house setting, 48 hours learning, reflecting, participating and exercising.
- **Reset Team**
  - Custom made training. U-lab fundamentals mixed with coaching. Training in two weeks, durations between two weeks and three months.
- **Reset Organization**
  - Custom made program, mix of Resets, coaching and consulting. Duration average of 1 year.
- **Coaching +**
  - Coaching beyond NOBCO, NOLOC, CIVAS standards, only to consider within fundamental context change(s).

## Quotes derived from 50+ individual- and team resets

- “Incredible but suddenly I know what to do”
- “I never experienced this before, the puzzle pieces, for a change, fit”
- “It's special that I ever saw it differently. “
- “30 years-plus searching for balance, with sometimes psychological help, without a breakthrough; and 2 days in The Reset House made me see and feel what to do, I still cannot believe this”

# About

## The Reset House and businesses

### Examples

- Who want (or need) to deeply reflect before a job change
- Who need help in case of an exit
- Who need support in a disrupting change
- Who need coaching +

### Collaborating?

- Contributing value into the dynamics of the organizational- and employee-role changes
- When people tend to stick at no good in their routines, also job routines
- With a (perceived) fit copying routines into a new position can be highly inefficient and costly
- The Reset is not seldom a trigger to do the right thing, even when this means that someone will leave the company.

### Given feedback this summer

- Individual Resets held during a corporate merger:
  - Employees and managers enthusiastic about enfolded clarity, more focused workforce, experienced personal reflections and calmness in making next steps
- Team resets held during a corporate merger and to a team with big comms problems:
  - Teams enthusiastic about clarity and accelerated team cohesion

# About

## The fairytale

### A solution for everything?

- **Of course not, disruptive elements**
  - Personal (de)motivators
  - The culture beast
  - Setting misfit
- **Succession rate**
  - 85 percent

### Mitigation, intake must:

- Show intrinsic motivation
- Make very clear what the initial help question is
- Show synergy between trainers and potential organizations, teams, individuals

# About Common information

## Customers:

NN Group; Municipality of Rotterdam;  
KPN; National police; Ministry of Justice;  
Fintage House; HAGA hospital; IBM BCRS,  
ABN accountant team, IBM Service parts;  
NS OV chip program

### Individual



Problem Solving ↑  
Speed in results ↑  
Errors ↓  
Sick Leave ↓  
FUN ↑  
Taking chances ↑  
Learning ability ↑

### Group



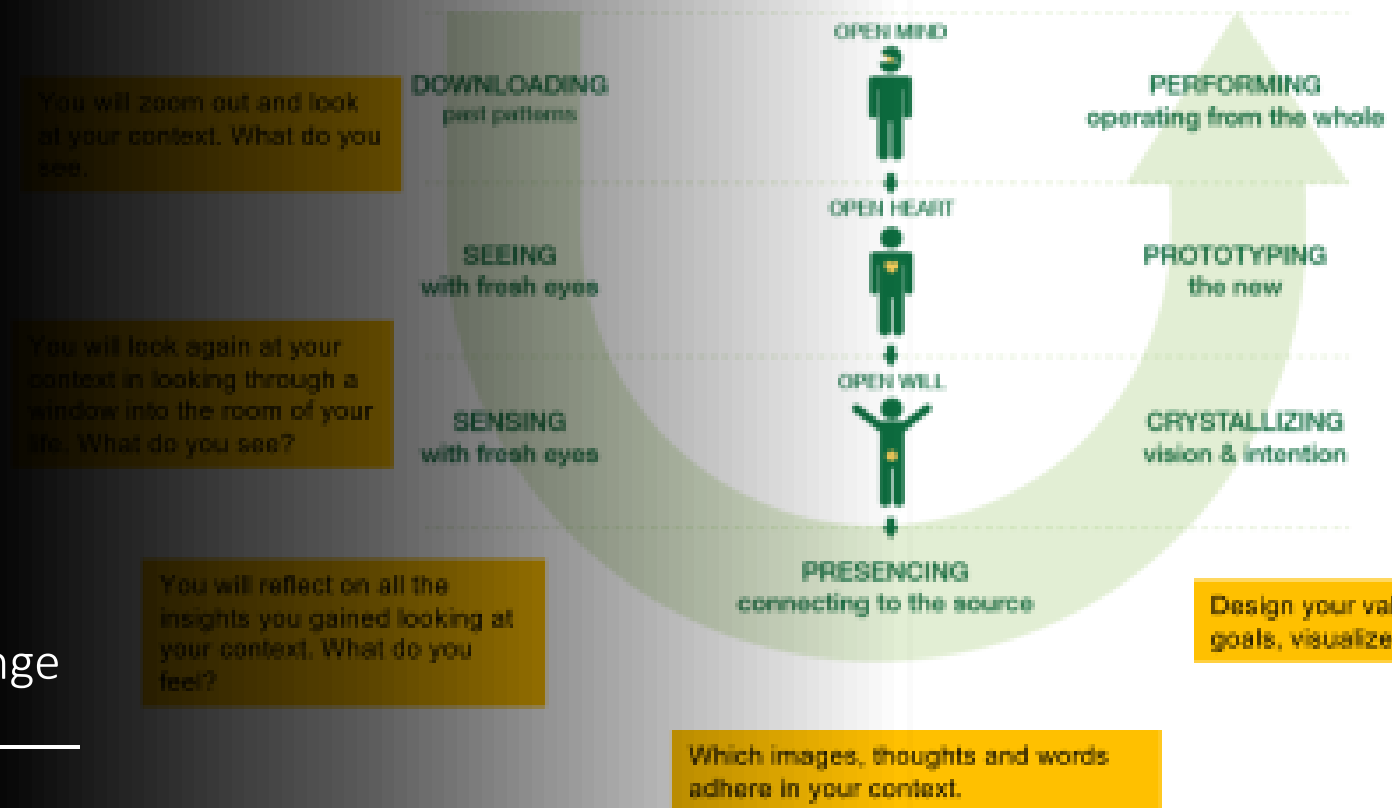
Change agents ↑  
Intrinsic drive ↑  
Team performance ↑  
Working together ↑  
Discipline ↑  
Wasted meeting time ↓

### Organization



Focus!  
Just do it mentality ↑  
Organizational maturity ↑  
Turnover ↑  
Overhead % ↓  
Customer satisfaction ↑  
Steering information ↑

# The Reset program



## The predominant methodology

- The Reset House enhanced U Lab
- Social sciences and change

Mastering Berne, Kolbe, Kabat Zinn, Blekkingh, Bateson, Zuidema, Cowan & Beck, Barrett, Laloux, Andeweg and more

The U process is based on MIT research that investigated why companies survive. These companies have the ability to look at themselves, to their changing context and respond to them. As it turned out, there is no one size for the individual case. The Reset House masters "the U" in all components and, based on these experiences, offers solutions.