

www.mindconnexion.nl

Your key to understanding people

Tool analyses and intuition complement each other

Mindconnexion is a new tool for a new age. Mindconnexion works with color figures to which preferences are given. A well thought-out model and inventive technique generates useful insights for people and their organizations. Mindconnexion is a **HR-tool in which analyses and intuition effortlessly complement and strengthen each other.**

Result original and surprising

Mindconnexion is an original digital tool to start, deepen and sustain the dialogue with and between employees and management in organizations. It is a surprising tool to enable discussing the personality characteristics and competences of individuals and teams in organizations. **The result: Improved communication and collaboration.**

Application wide-ranging

Mindconnexion is used for self-reflection, (career) development and team building. Also for networking, organizational advice, company branding and marketingstrategy. Mindconnexion shows in which ways men and women are (can be) the same and different. This makes Mindconnexion one of the few tools to use effectively supporting diversity policies. **The tool can be applied for a wide range of purposes.**

Possibilities

- Make individual scan
- View short outcome
- View comprehensive report
- Add remarks
- Download report
- View previous reports

- Make team scan
- View team report
- Add remarks
- Download report

Report

- Preferred elements
- Combination pattern
- Resistance and Compensation
- Work: type of work
 - relating to people
 - work environment
- Hemispheres of the brain
- Day rhythm
- Giving and Receiving
- Remarks user and coach
- Mind map

For a surprising start of personal development of individual and team.

... „ Engagement is going to be at the heart of the workplace relation between employee and employer, can be key to unlocking productivity and to transforming the working lives of many people... Where this happens, in places like John Lewis Partnership, Tesco, the London Ambulance Service, Sainsbury's, Standard Chartered Bank, BAE Systems, Toyota, Google, Telefonica O2 UK and many more, the results can be transformational – because employee engagement enables an adult, two-way relationship between leaders and managers, and employees, where challenges can be met, and goals achieved, whether it be improved patient care, higher quality, or more satisfied customers.” Engaging for Success, a report to the UK Government

Development

Mindconnexion is created and developed by Marcel Dekker (1957). He worked for numerous organization and initiatives in the Art world, the Care sector and the Business sector. Mindconnexion derived out of his exploration into the logic behind our ways of being, reacting and acting. He found this in the concept of the four elements (air, fire, water, earth). He has gained great depth in management, psychology, medicine, metaphysics and music/art and was able to connect it at the core over and over again with the four elements and their metaphors. The model and the color figures, now in its form in Mindconnexion, unfolded step by step over a period of 20 years. In his journey of discovery he was strongly inspired by the human vision of Carl Gustav Jung, Rudolf Steiner and Ken Wilber. Aspects of their work can be found in Mindconnexion, but have in this a **distinct own face**.

Building blocks

The Mindconnexion-model knows the following building blocks; the four functions of awareness; Thinking, Willing, Feeling and Doing; the recording and radiating aspects of these functions; Information-Concept, Image-Action, Contact-Relation en Material-Form; the ability to give and receive. Mindconnexion can through combinations and levels of these building blocks generate **many thousands of different outcomes** for men; women and teams.

Model

The Mindconnexion-model knows a male and female mind map. All named building blocks and their mutual cohesion is shown on this in the shape of a lemniscate. With this model **the dynamic balance (flow)** and possible obstacles in how the individual, team and/or organization functions are made visual and discussable.



Two truths approach each other. One comes from inside, one from outside and where they meet the opportunity exists to see yourself.

Tomas Tranströmer / Swedish poet

Mindconnexion and other (assessment)systems

Mindconnexion distinguishes itself from other systems like MBTI, Human Brain Technology, DISK, Insights of Management Drives by the following;

- Mindconnexion doesn't work with long questionnaires but with color figures and is accessible for a broad audience.
- Mindconnexion is hard to influence; socially acceptable answers cannot be given.
- Mindconnexion is fully automated and can in adjusted format easy be added to the intranet of an organization..
- Mindconnexion knows different outcomes and models for men and women and aligns well with diversity and inclusion policies.
- Mindconnexion is a well-balanced synthesis of simplicity and depth; **fast, visual, original and clear.**

Professionals

Mindconnexion is pre-eminently suited for **professionals** (coaches, facilitators, managers etc.) working in or for organizations and uphold personal and lasting support of employees and management from an integral vision and approach. **Mindconnexion is the key to really understand people in organizations.**

Approach

Mindconnexion always should be used under professional guidance. The tool forms a bridge between the perception of the environment of the participant(s) and the Mindconnexion-model to gain **insight in own performance and in the end realize desired changes.**

Membership and Education

Mindconnexion is fully accessible for organizations and individuals with a membership. There are different memberships with prices depending on the size of the organization and the expected usage. To apply the tool it is a must to take in the Mindconnexion education. In this multi-day program the **technical and professional applications** are explored and deepened.

... At the workplace we want to make our decisions based on intuition, but feel limited by all the rules and the reports we have to write. Research done by professor of ethics Muel Kaptein for KPMG shows employers and employees like to change this. He wrote 'Directing with Emotion' a pledge for more intuition in the boardrooms ...

Information and demonstration

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