



The starting point of Human Being Management is the human being. Because people are not just part of an organisation, they ARE the organisation. The HBM philosophy solidifies the organisation's identity when employees complete the Circle of Change as individuals and as a team.

Why the HBM Consultant Accreditation?

Your clients have become very familiar with Human Being Management and have embraced the powerfulness of ACT®. They have learned that their people have become more effective and cooperate better. You want to do more with HBM and at your client's organisation the time is also right for implementing HBM more broadly. If you have completed the HBM Team Accreditation, this is a perfect next step, in which you will learn how to link team questions with organisation questions.

For whom is the HBM Consultant Accreditation intended?

This Accreditation is open to everyone who has received accreditation for HBM Individual and HBM In-Depth. It is an advantage if you have completed the HBM Team Accreditation, but this is not essential. A comprehensive intake interview is part of this Accreditation.

What exactly is the HBM Consultant Accreditation?

As a participant, you will receive accreditation as certified HBM Consultant®.

You will learn:

- To supervise the HBM process of organisational change so that everyone will be motivated to take their own responsibility and to see and experience each other as a whole human being instead of getting stuck in limitations.
- To act as the driving force behind the creation of greater equality in the organisation: the leader makes the strategy more concrete using criteria, the manager delegates more powers to the team, and the employee takes more responsibility.

- To use the HBM process of change as a blend of directing and remaining open to what the situation dictates. Because the journey towards an HBM organisation is not so much about the implementation of HBM as a learning process to let go of old ideas and suppositions.
- To interpret the ACT® organisational profile. You are introduced to the relevant ACT® product portfolio and will learn how to use it.
- To link policy, processes (Structure) and behaviour in the organisation (Culture) to Nature and integrate all three.
- To present the pitch to sell HBM Consultancy: arguments in favour of the introduction and practical significance of HBM in the organisation, and challenges the organisation will face.
- To use basic principles of output management: the conflict pyramid with and without criteria, the Managers dilemma and the Funnel of Severity with related methods.
- To explore the area of organisational development to a sufficient degree to be able to link common organisational development models and HBM & ACT® at organisational level.

What will you be doing in the HBM Consultant Accreditation?

During this five-day Accreditation you will get to know your own profile as Consultant. How do you handle irrational resistance and politics? What additional options do you have? You will also look at your own willingness to change, enabling you to offer your clients comfort in dealing with doubts. The teachers use (your own) case history and offer methods with which you can facilitate the learning process of leaders, managers and employees.

What happens after completion of the HBM Consultant Accreditation?

When you pass this Accreditation, you will be an HBM Consultant® capable of coaching organisations in the challenge of linking organisational success to the happiness of the people who work there. You will enter into a dialogue with your client and together explore what (following) steps are necessary. You do this based on the awareness that employees make the organisation successful and the organisation encourages the employees to give the best of what they have to offer. In other words: from HRM to HBM.

In short: This is the transition in which you as HBM Consultant® can lead the way for your clients.

Interested?

Then register using the [online agenda](#).

Questions?

Then contact the secretarial office.

[Click here for our contact form](#) or call +31 (0)70 - 209 22 10.