

Trompenaars, Fons

Creativity and leadership in high-performing teams - Keynote presentation 60 mins -

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Abstract

In his presentation Fons will try to summarize and link the main point in his last three books: We need to create a culture of innovation by giving creative people a chance in inventive teams where leadership is crucial.

First the research and practice of diagnosing and developing individual creativity is discussed. From here Fons will take how the creative individual is a necessary but not sufficient condition for teams to become effective. The culture of a high performing team needs not only a diversity of roles but in particular leadership where the dilemmas between these roles are reconciled. This is the role of the Servant Leader, reconciler -in-chief.

Profile

Fons Trompenaars is known all over the world for his work as consultant, trainer, motivational speaker and author of many books on the subject of culture and business. As founder and director of Trompenaars Hampden-Turner, an intercultural management firm, he has spent over 20 years helping Fortune 500 leaders and professionals manage and solve their business and cultural dilemmas to increase global effectiveness and performance, particularly in the areas of globalization, mergers and acquisition, HR and leadership development.

Fons began his career in the Personnel Division of the Royal Dutch Shell Group in 1981, where he looked at job classification and management development at the Shell Research Laboratories in nine different countries. Here he met his partner, Charles Hampden Turner, with whom he has pioneered the Seven Dimensions of Culture and Dilemma Reconciliation philosophy into a powerful approach for reconciling cultural differences.

With his growing team of consultants he has translated this approach into innovative, practical and profitable results in all areas of international business for such companies as: BP, Philips, IBM, Heineken, Applied Materials, AMD, VNU, TRW, Mars, Motorola, General Motors, Dow Chemical, CSM, Telfort, Wolters Kluwer, Gerling NCM, Merrill Lynch, Johnson & Johnson, Pfizer, ABN AMRO, ING, PepsiCo, and Honeywell.

Fons Trompenaars is the author/co-author of 10 books, including the best seller *Riding the Waves of Culture*, *Understanding Cultural Diversity in Business*, published by Nicholas Brealey (1993). Some of his other books include *21 Leaders for the 21st Century* (John Wiley and McGraw Hill, 2001), *Did the Pedestrian Die* (Capstone/Wiley 2003) and the *Culture for Business* series, which comprises four books (Capstone 2004-5); and *Riding the Whirlwind: Connecting People and Organizations in a Culture of Innovation* (Infinite Ideas 2007). His latest book is *Servant Leadership Across Cultures* (Infinite Ideas 2008).