

# The Dantefactor Compass in business life

unlock what matters to people..



## What is the Dantefactor Compass?

The Dantefactor compass is a profound leadership tool that measures the degree of passion, motivation to grow and the belief in own capabilities. It puts direct focus on conducting genuine dialogue between employees and leadership, with the aim of taking the right actions to facilitate employees in the process of delivering highest value to the organizations they work for or associated with.

## Why the Dantefactor Compass?

The Dantefactor compass is based on scientific research, it measures the 3 factors that predict personal effectiveness in the workplace. The compass is designed to bring more meaning in conversations between management and employees.

Applying the Dantefactor compass in a structural manner acquires a comprehensive understanding of what makes people tick and in what work-context they really do accelerate.

## Case study

### Nyungwe Forest Lodge



#### Background

An inspiring chain of hotels, reserves & lodges were passion and focus within hotel management makes the difference.

#### Situation

Nyungwe Forest Lodge General Manager Jerry Were was ready to take superior service and hospitality to the highest level. In order to reach that level his vision was that a deeper understanding of staff motives would bring solutions for that.

#### Actions applies

Nyungwe Forrest Lodge implemented The Dantefactor Compass with a new way of conducting conversations. For this the management was certified in how to apply The Dantefactor Compass, interpret and facilitate feedback conversations.

#### Results

Nyungwe Forest Lodge involved the whole staff and took The Dantefactor Compass. The management held more genuine and effective conversations. These delivered faster insights to develop mutual agreed next steps. In 2015 Nyungwe Forest Lodge won the CNN award of best place to visit in Rwanda.

## The Dantefactor Compass benefits

- ✓ **Actionable** Personal action plan format for immediate follow up of conversation.
- ✓ **Meaningful** Visualizes pragmatically how to improve the degree of dedication and meaning of employees and teams in work.
- ✓ **Genuine dialogue** It provides coaches and leadership pragmatic guidance to conduct conversations about what matters most to add value to the job.
- ✓ **Dashboard online** 24/7 access survey, easy to fill in and scalable within organization.
- ✓ **Increase effectiveness** Actions taken are based on themes that improve effectiveness, satisfaction and pleasure in the job.



As a Certified Practitioner within a small organization you can use, apply, and interpret the Dantefactor compass. The certification delivers the essential knowledge and skills to apply the Dantefactor method successfully in both individual and team development programs.

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## Leadership-, administer program

The Dantefactor Compass in business life contains an inspiring program, It includes:

- ✓ A two-day program for leadership to understand the value of the Dantefactor Compass.
- ✓ Provides the essential knowledge and skills to apply the Dantefactor Compass successfully in individual and team development programs.
- ✓ A one-day administer program for supporting staff to work effectively with the online dashboard.

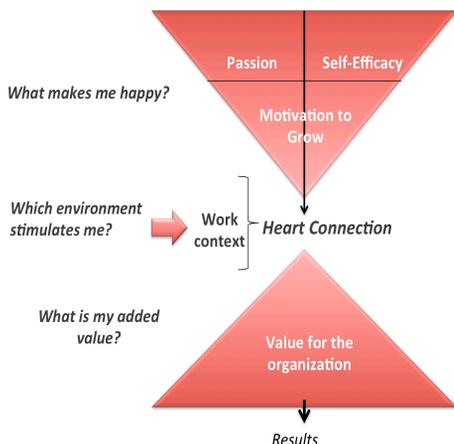


**Jos van Snippenberg**, is the Dutch founder of The Dantefactor Company. He has been a recognized energetic business consultant and trainer.

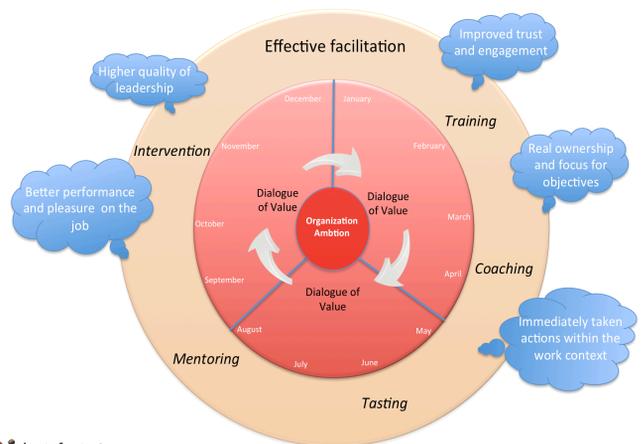
Jos has developed The Dantefactor Compass and implemented the usage in several organizations within profit and non profit sectors and has been involved in a wide range of organizational development and leadership capability programs in Europe, Africa and South America.

Jos has also authored numerous articles on performance management and organizational change.

## Connect with that what matters



The genuine dialogue cycle between leadership and employees



As a skilled professional within an organization you can use, apply, and interpret the Dantefactor compass. The leadership skill program delivers the essential knowledge and skills to apply the Dantefactor method successfully in both individual and team development.