



ZeroSpace Advies in action

Most of us spend our lives working and living in some kind of organization. Organizations are as complex as the people who populate them. For example, successful organizations are not error-free, but errors don't disable them! Organizations don't like too much deviant behaviour, but they succeed through deviant thinkers and doers. These people bring in ideas and solutions that really transform and/or revitalize organizations into high commitment/high performance organizations. On the other hand, many employees actually prefer being told what to think and how to act. Let's introduce two deviant thinkers who deal with this tricky issue.

ZeroSpace Advies BV

Frank Lekanne Deprez is part-time associate professor of Knowledge Organizations and Knowledge Management at the Universities of Professional Education Zuyd, Heerlen, The Netherlands, lecturer Human Resources Management at Nyenrode University, Breukelen, The Netherlands and is director of ZeroSpace Advies, Amstelveen, The Netherlands. He advises national and international organizations on human resources management, operational and strategic knowledge management, knowledge innovation, knowledge economy and ZeroSpace organizations. His passion is helping organizations target and apply knowledge when and where it is really needed.

Before starting his own company in 2003, Frank Lekanne Deprez was a research associate at Tilburg University and held management and functional positions at Royal Dutch Airlines (KLM). From 1995 to 1997, he was manager of market and product development at Galileo Nederland, Ltd. During the period 1997 - 2003, he was manager at KPMG Knowledge Advisory Services where he consulted with and provided executive training and education for a number of organizations. He was one of the three founding members of KPMG's Knowledge Management Consulting unit.

His current research interests include (strategic) human resources management, knowledge management, knowledge innovation, knowledge economy and implementing the ZeroSpace mindset in organizations.

Frank Lekanne Deprez is co-author of Value-Based Knowledge Management (1998) and The Knowledge Dividend (2000) and Zero Space. Moving Beyond Organizational Limits (2002).

Purpose

The purpose of ZeroSpace Advies is to stimulate zero-mindedness in business. Becoming zero-minded means letting go of the restricting preconceptions, emptying your mind of the barriers that exist there and develop new, surprising perspectives. Being forced to work with concepts for an industrial economy is one of the most significant handicaps for being successful in a knowledge intensive environment. Just as organizations will have to exist in less tangible, less prescribed forms, so will thinking have to become less departmentalized, less closely guarded. In an era when the changes in business and society will be discontinuous or patternless, Charles Handy's book - The Age Of Unreason - suggests that our thinking must become just as uninhibited and unreasonable in order to seize the opportunities such variability presents. The book does not predict the future. Indeed, it asserts the future and will remain unpredictable. (Strategy + Business, Fall 2003, p.84).

What we do

At ZeroSpace Advies, we believe that a company is a group of people that get together and exist as an institution that we call an organization, so they are able to accomplish collectively what they could not accomplish separately. It exists only if people are willing to show up. Organizations will make a positive contribution to society (adapted from David Packard, cofounder of Hewlett-Packard).

We advise national and international organizations on operational and strategic knowledge management, knowledge economy and reshaping organizations towards the 21st Century.

We

- Co-create and implement 1st, 2nd, and 3rd Generation Knowledge Management to turn knowledge into value
 - Create and implement an Integrated Knowledge Management Framework (company – wide)
 - Develop, implement and exploit communities of interest, communities of practice, communities of purpose and communities of business
- Stimulate, co-develop and execute (inter)national and regional knowledge innovation and knowledge economy programs
- Co-create and execute human resources management
 - Human resources management
 - Competences management
 - Co-create Offshoring/Business Process Outsourcing strategies to stay ahead of the outsourcing wave
 - Personal coaching
- Revitalize organizations (people-intensive, knowledge-rich)
 - Redesign
 - Reform
 - Rethink
 - Reposition
 - Reframe
 - Reconnect
 - Re-envision
 - Re-imagine
 - Re-shape
 - Re-gear
 - Co-create
 - Co-design
 - Co-mingle
 - Co-produce
- Execute presentations, training, workshops, personal coaching
 - To develop, support, execute and evaluate training & development sessions, seminars, workshops around key issues within management and organization (i.e. how to create a knowledge sharing company, how to implement an individual balance scorecard.)
 - Presentations on knowledge management, human resources management, learning, knowledge economy and knowledge innovation, the future of libraries and competence management have been performed in the Netherlands, Belgium, England, Finland, France, United States of America and Indonesia.



How we do

At ZeroSpace Advies, we

- believe that most of the problem and all of the solution depends on people
- challenge, raise and discuss tough and daring issues without sedative
- interact with humor, passion and energy
- follow dreams with a deadline
- consider that people gotta move beyond organizational limits
- learn you to let go of restricting (industrial - age) preconceptions and become zero-minded
- focus on opportunities and results
- have an impact or go away
- implement with dedication and precision

Contact

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