

Centre of Government, Flanders, Belgium

The Center of Government in Flanders was preparing for a new vision, mission and strategy in order to become more efficient before the new government was installed. BMC (A Future Search Network member in Belgium) was asked to support this process.

We started with a “tasting” workshop to acquaint participants with the principles of Large Scale Co-creation. This short exercise helped to stimulate self-management and advance the sense of responsibility and ownership of employees. This led to the installation of a Planning Group (PG) consisting of 9 people from the Department and 4 clients / users. The Planning Group drove the process, designing a 3-day Future Search workshop supported by BMC.

The results were validated by the Prime Minister of the new Flanders Government. The results also formed the base for a restructuring where three separate departments chose to merge into one, led by the Secretary General of the Center of Government. He was very sure that Large Scale Co-creation was the way forward. The former leaders have been partly replaced by young potentials, which prompted new dynamics. Today the department achieves more with less people.

What we accomplished in one year of co-creation:

- Introducing the network organization, a completely different culture
- Launching of validated vision, mission and strategy
- Gaining of recognition for the concept of Center of Government
- Co-creating with the whole system, including users, clients and suppliers
- Renewal of the Leadership Team.
- Introducing and rolling out of principles of Large Scale Co-creation which stimulates self organizing.

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