7 Core Principles

To question, to challenge and to search for the essence:

Active listening is a core capability of a consultant who facilitates change processes. During intake meetings, interviews, workshops, co-creative processes, etc. it is crucial to ask the right questions, to engage in active listening, to summarize the essence of discussions, to link different perspectives and to stimulate profundity in the dialogue.

To encourage dialogue and co-creation between stakeholders:

We believe in people's strengths, knowledge and experiences to find their own solutions. We create an environment where people feel safe to express their ideas, to explore different opinions, to experiment, to dream of the future and to link their own interests with the common interest, in order to develop innovative and sustainable solutions.

To incorporate innovation and creativity:

Organizations often end up in patterns and, sometimes, it's hard to think innovatively and 'out of the box'. However, exploring new possibilities during change- and evaluation processes is important. That's why we stimulate `out-of-the box thinking' via for example brainstorming techniques and creative 'future thinking' exercises, where the desired future is viewed separately from current problems. We often use future search conferences or vision workshops, where a representation of stakeholder groups and external experts are invited. The idea is to have 'the whole system' co-creating future possibilities. We also stimulate exchange meetings and dialogue with other organisations or actors to get inspired by good practices of other organizations, in other sectors, etc. Finally, we stimulate pilots and experiments, linked to action research and up-scaling.

To experiment, act and learn as a strategy for tackling `complexity':

We have learnt that major action plans and rigid frameworks don't work in complex environments. After realizing external and internal analyses and defining the desired future scenario, we support clients in making choices and setting priorities. We then help translate those priorities into concrete experiments and actions. Finally, we incorporate short feedback loops, to verify what works and what doesn't and define new small steps forward.

Be forward-looking and solutions-focused, starting from an appreciative attitude:

The Solutions Focused Approach is a powerful, positive approach to deal with complexity and change. It has proven to be successful to drive change in people, teams, organizations and alliances. The essence of Solutions Focused Approach is to discover "what works" (proven successes, strengths, qualities and potential), to develop the "ideal future scenario" and to define "small steps forward" (and not on one giant leap forward). In our work we apply several instruments of the Solution Focused Approach and Appreciative Thinking like Appreciative Inquiry (AI), working with scales, the `miracle question', etc.

To develop results-driven trajectories:

Although we invest in trajectories in order to ensure sustainability and ownership, we never lose sight of the desired result. Clients tell us that flexibility, participation of stakeholders and a result-oriented way of working are the trademarks of Camino Consult.