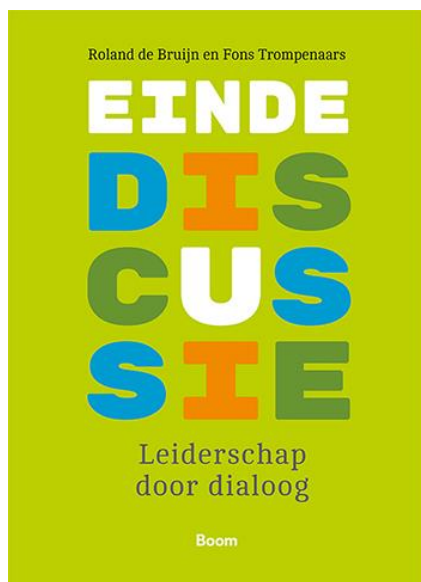


SANTASADŌ

Roland de Bruijn & Fons Trompenaars - End of Discussion

Leadership Through Dialogue

COMMUNICATION | LEADERSHIP | PERSONAL DEVELOPMENT



Discussion or Dialogue?

It was never your intention, but it keeps happening: you are in a discussion that is leading to nowhere. Or you keep your mouth shut to avoid this kind of discussions. Recognizable?

Do you wish to show your leadership by the way you communicate?

With *End of Discussion* and the accompanying online environment you will learn how to successfully take direction in conversations, explore the different opinions, integrate apparent contradictions, and guide the development and innovation.

With the unique Dialogue to Synergize method you will learn to:

- Master a form of leadership with which you lead yourself and encourage others to have productive dialogues.
- Free your mind for a new and connective way of thinking: deeper thinking.
- Better understand the complex reality by replacing your fight or flight reflexes with engaged and intrigued reflexes.
- Coach colleagues towards better achievements with the tight-loose-tight cooperation model.
- Utilize diversity thinking and doing to realize unprecedented achievements.

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- Full English translation available
- Dutch edition published by Boom Publishers Amsterdam

ABOUT THE AUTHORS



Roland de Bruijn is speaker, coach, and researcher, and he developed the Dialogue to Synergize (D2S) method together with Fons Trompenaars. The method teaches professionals to bring out the best in each other and find innovative answers to face major challenges.

Fons Trompenaars is speaker, consultant, and researcher, and author of the book *Riding the Waves of Culture*, which sold over 200,000 copies in over ten languages. He also wrote *Seven Cultures of Capitalism*, *Building Cross-Cultural Competence*, and *21 Leaders for the 21st Century* (with co-author Charles Hampden Turner). Fons is also the main author of the *Business Across Cultures* series.

RECOMMENDATIONS

‘Mandatory reading for leaders. The authors have succeeded so well in presenting leadership through dialogue. It is the blueprint of a successful management book, packed with quality and personal experiences, which is powerfully written and described. I don’t hesitate to declare that every leader should have read this book. End of discussion...’

Arvid Buit, executive coach and author of *Wahlberg, A CEO’s Story* and *Safe the Alpha Male*

‘Such an inspiring book! I have read many management and communication books, but none where I have learned so much.’

Liesbeth Hendriks, HR-manager at the Medical Specialization Cooperation Kennemerland U

‘The level of recognition while reading *End of Discussion* sometimes is painfully high. This book provides you with the tools to show leadership and grab the opportunity for better and more innovative results of the collaborations you start. Highly recommended!’

Remco Bels, director at KPMG

‘In times of increasing polemics, taking an interest in each other and in each other’s opinions is the only way up. *End of Discussion* offers clear tools in a pragmatic manner. Everybody would love to read this book!’

Pieter Kraaijeveld, Executive Interim Management, Business & Organizational Development, Energy, Utilities, Mobility, Transportation, Urban Development, Intense Infrastructure, Aviation & Rail

'The authors have succeeded in making dialogue conceivable to everyone, which could be a major contribution to finding solutions for complex issues at home, in organizations, and in our society.'

Paul Iske, professor Open Innovation & Business Venturing at the University of Maastricht, Chief Failure Officer at the Institute for Brilliant Failures, former Chief Dialogues Officer at ABN AMRO Bank

'I read this book and realized why I enjoyed some collaborations in my life so much. Unconsciously, I applied parts of the D2S method. With the insights, inspiration, practical tools, and examples from this book I can start working more consciously. The book gives me the energy to try this while I'm learning to do it.'

Margo Kerkhof, Governmental Manager

'Not the discussion, but the quality of the content and the solution should be your focus point. In *End of Discussion*, you will read the method and tools to come to new solutions for complicated problems by integrating various perspectives and contradictions.'

Maarten van Beek, director of HR at ING Bank, supervisor at the Dutch Public Broadcasting, Cordaid, the UAF, and others

'This is more than a book on leadership, it is a way of thinking and looking at the world that provides space for every individual and his perspectives on reality. For everyone who wants to take charge of their own actions and achieve wonderful results together with others.'

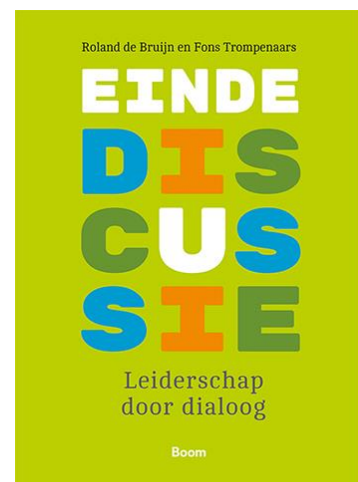
Nynke Faber, trainer/coach in communication skills and personal development, study counselor at Hanze University of Applied Sciences

'I started reading this book and think deeper when I needed to. With great results, projects run more smoothly and collaboration is improved. I recommend this easy to read book for every professional who wants to improve their way of communicating.'

Peter van Bergen, Change Manager at ABN AMRO Bank, trainer and coach

'The dialogue method looks easy, but the it is thoroughly thought out and explained. The book is recommended to all who wants to maximize the impact of conversations and improving collaboration through a curious, investigative, and open approach. A fascinating book that will not disappear on the shelf, but one that I will regularly consult as a reference book.'

Myriam Keijzer, HR manager at Catalyze-Group



'I wish I had the wisdom and practical approach of *End of Discussion* earlier on in my career. It would have saved me a lot of frustration, obstacles, and annoyance, and it would have made me an effective leader much sooner. Leadership through dialogue is easier said than done, but this book will help you along the way.'

Cor Honkoop, Managing Director at Texelse Beer Brewery B.V.

'A book with valuable insights and practical tools about how we can have a dialogue to avoid having a discussion. I wish for everyone to take a critical look at the conversations you are having.'

Margriet Bokhorst, strategical advisor at BLdP

'The authors present the importance of one of the leadership superpowers in a stimulating way: the ability to move forward together through consciously using dialogue.'

David Kok, managing consultant at KINASE and culture advisor at Shoshin Advisory

'Filled with practical tools that help you to bring out the best in each other. Dialogue to Synergize is an excellent foundation for organizational development.'

Klaas Pool, director at Pool Management & Organization, consultant in organization and change management, author of *A Director Should Not Give Directions*

'Like Gregory Bateson said, "Wisdom comes from people sitting together truthfully discussing differences, without the intent to change them." The author elaborate on this foundation step-by-step in a practical manner, to make you achieve it in practice.'

Marit van Bergen, organization consultant, change manager, facilitator, Labor and Organizational Psychologist at KPMG

'An enriching read for me as a professional, but also as a human being. I applied the deeper thinking often, and it has produced amazing results.'

Hans Rothweiler, COO at Top Employers Institute

'Slowly but surely, I was drawn into this book and started to make more and more notes. It taught me how to get everyone's opinion on the table and have a true dialogue.'

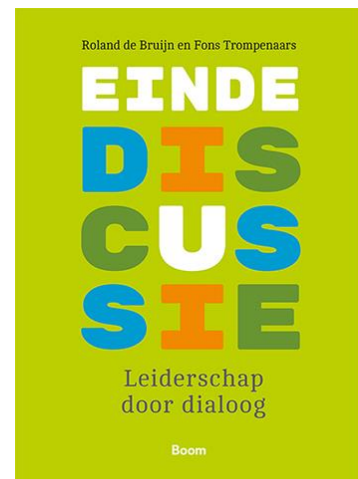
Ine Frings-v.d. Spijker, partner at Boer & Croon

'A convincing plea to shape new leadership through dialogue. It provides deeper insights and practical tools to truly have a dialogue.'

Ruud van den Eijnden

'The combination of practical examples and scientific literature, makes this book recommended for anyone who wishes for more immersed conversations.'

Wouter Hommes



'In times when polarized discussions are dominating, a book on reasonable dialogue with practical tools is more than welcome. Just a very good book.'

Eric Verduyn, director Education and Innovation at NCOI

'A beautiful guideline to combine differences to new insights, which shows that leadership benefits from a designer's approach. Inspirational for anyone that strives for a good team spirit.'

Jan Siebers, researcher and designer Design Intelligence at the Amsterdam University of Applied Sciences

'I see many organizations striving for a so-called 'feedback-friendly culture', and this book taught me that constructive dialogue could be the prelude to such a corporate culture. *End of Discussion* shows why this is and how to achieve it in an inspirational manner.'

Mathijs de Boer, Business Development Manager at NCOI Group

'Roland and Fons present a challenge, and if you accept it, you could achieve a more desirable outcome in your daily and professional lives. The book is recommended for organizations and people who want to improve, which can be ensured and reinforced through productive dialogue. Who will accept the challenge?'

Ruud Kuipers, trainer, supervisor, researcher and vice-chair of the Nursing Staff at Martini Hospital

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