

The background of the slide features a large, dense crowd of people, seen from above, forming a heart shape. The individuals are wearing various colored clothing, creating a vibrant, multi-colored pattern. The heart shape is centered and occupies most of the frame, with the text overlaid on it.

BOUWEN AAN SOCIAAL KAPITAAL ALS VERANDERMOTOR

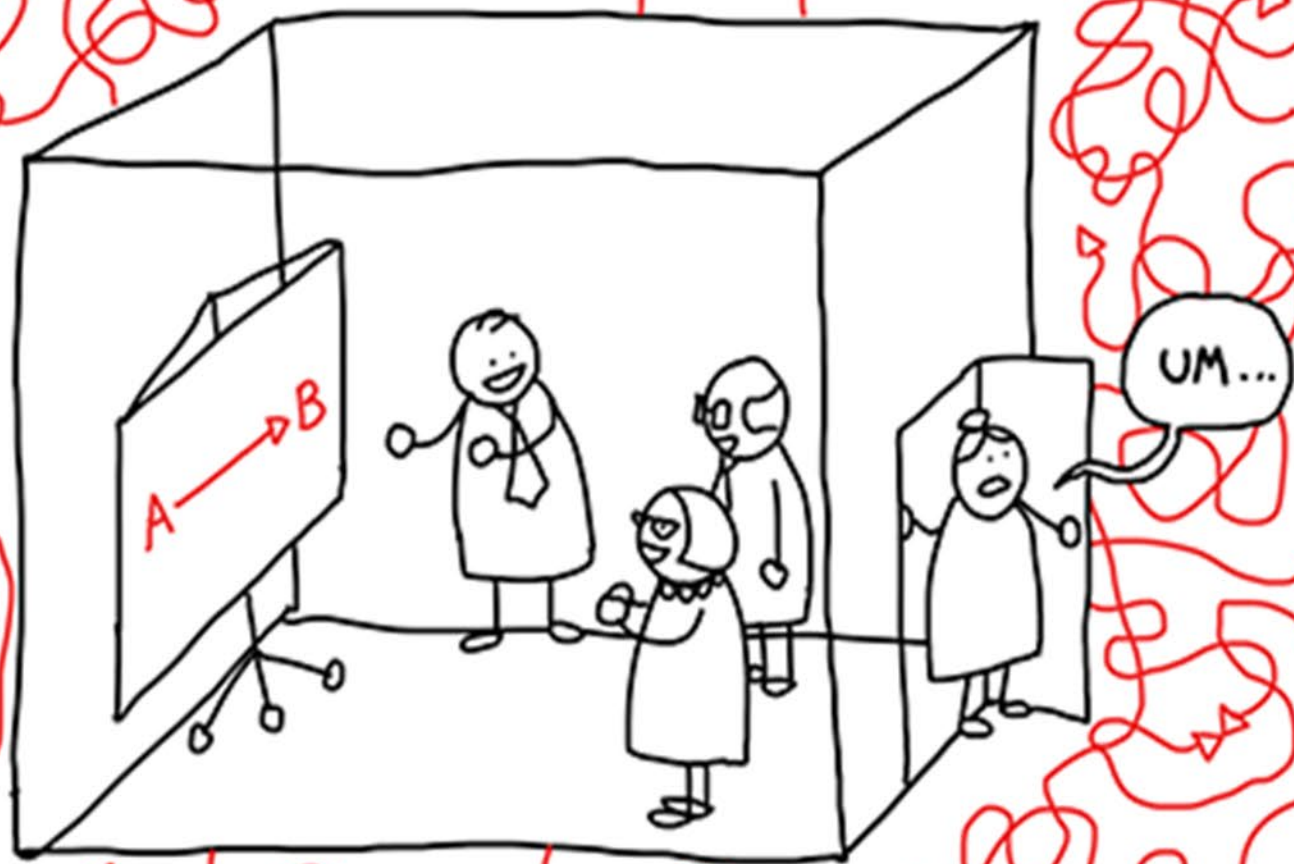
Teamkracht voor SWPBS

Kristin Vanlommel



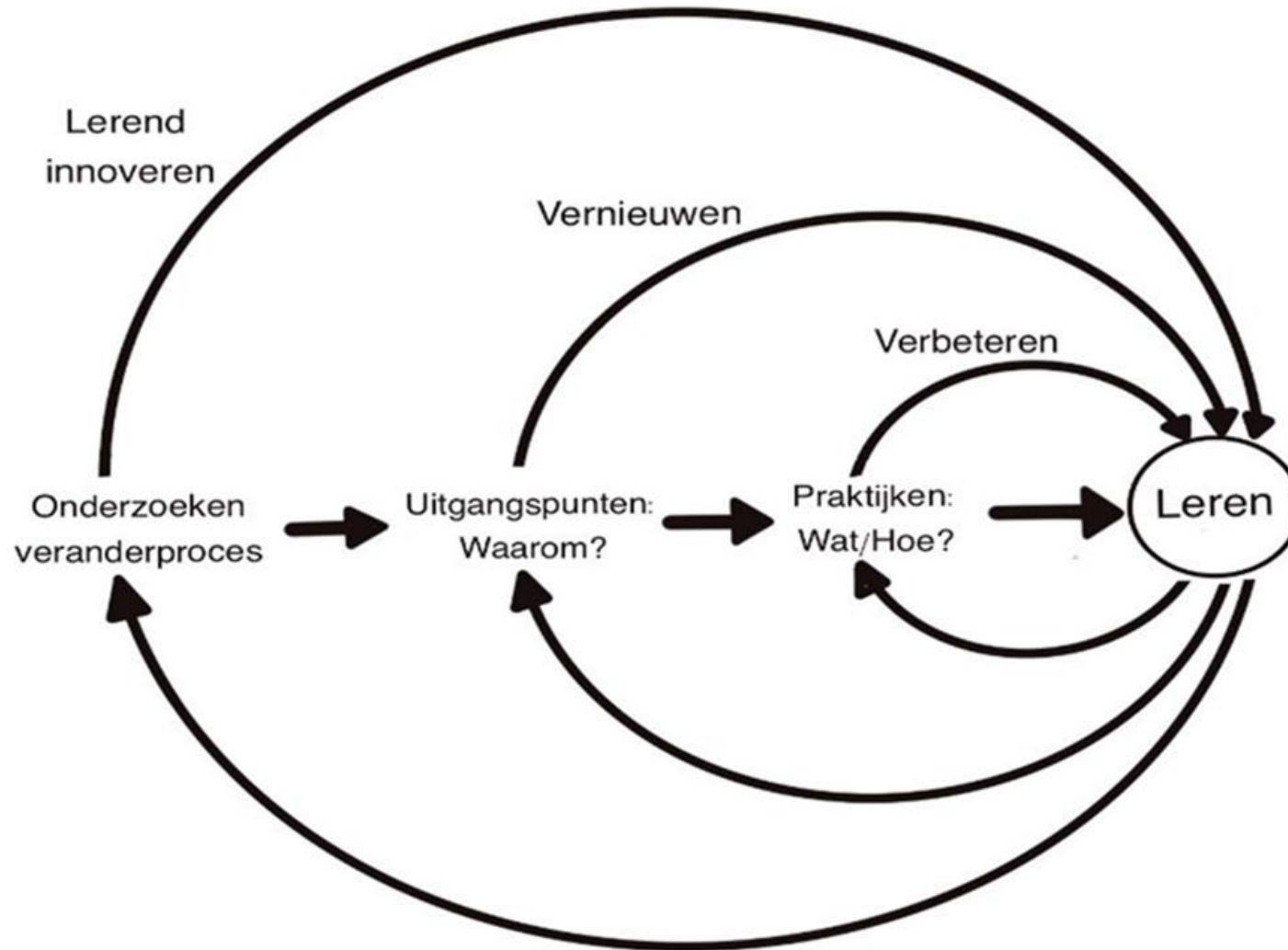
DE UITDAGING VAN DUURZAME VERANDERING







Verbeteren, vernieuwen, veranderen?



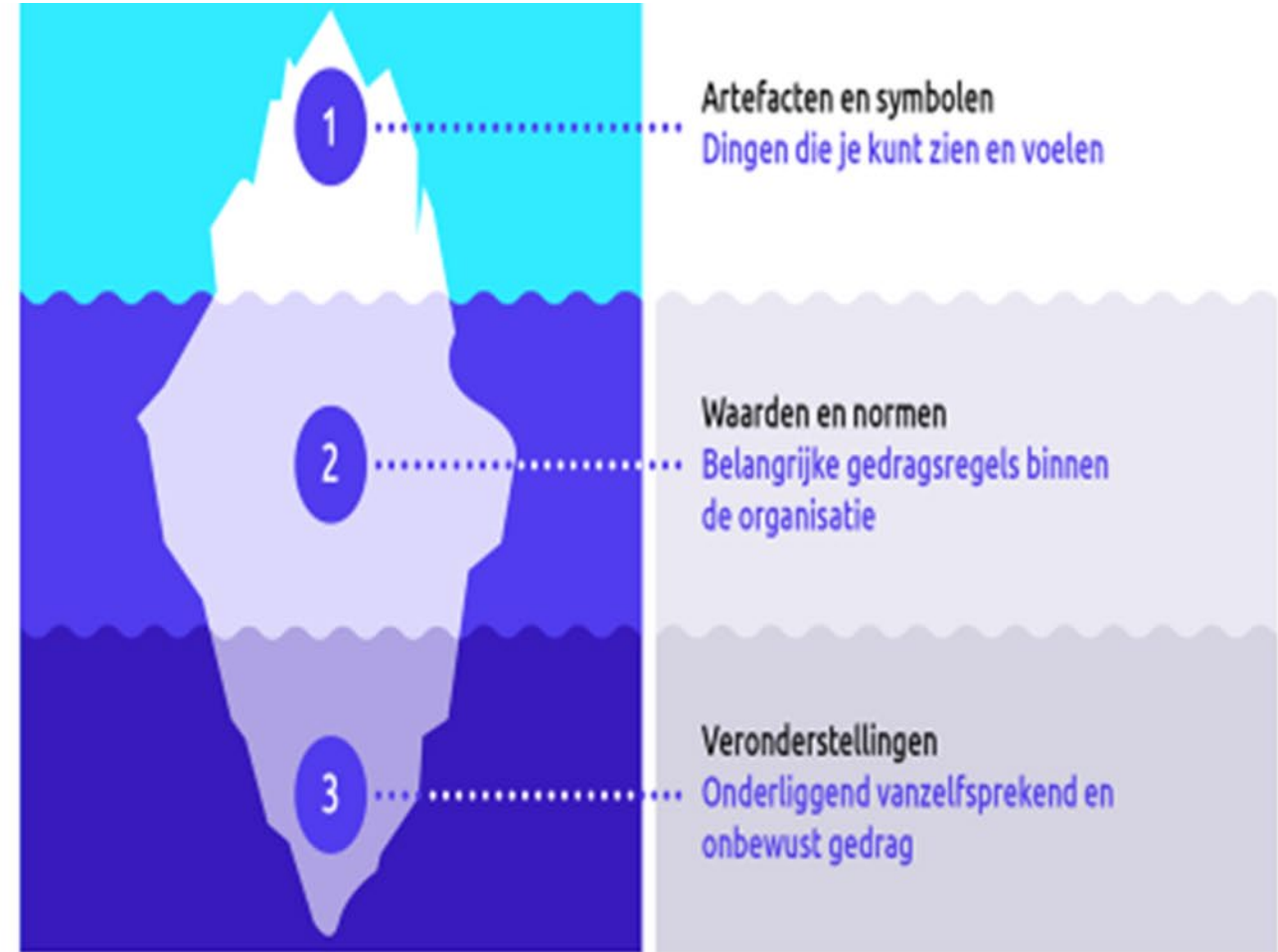
**HERE IS A HEART WARMING
PICTURE OF A LITTLE GIRL**



**THAT SAVED A FISH
FROM DROWNING**

Kracht van emoties en cultuur

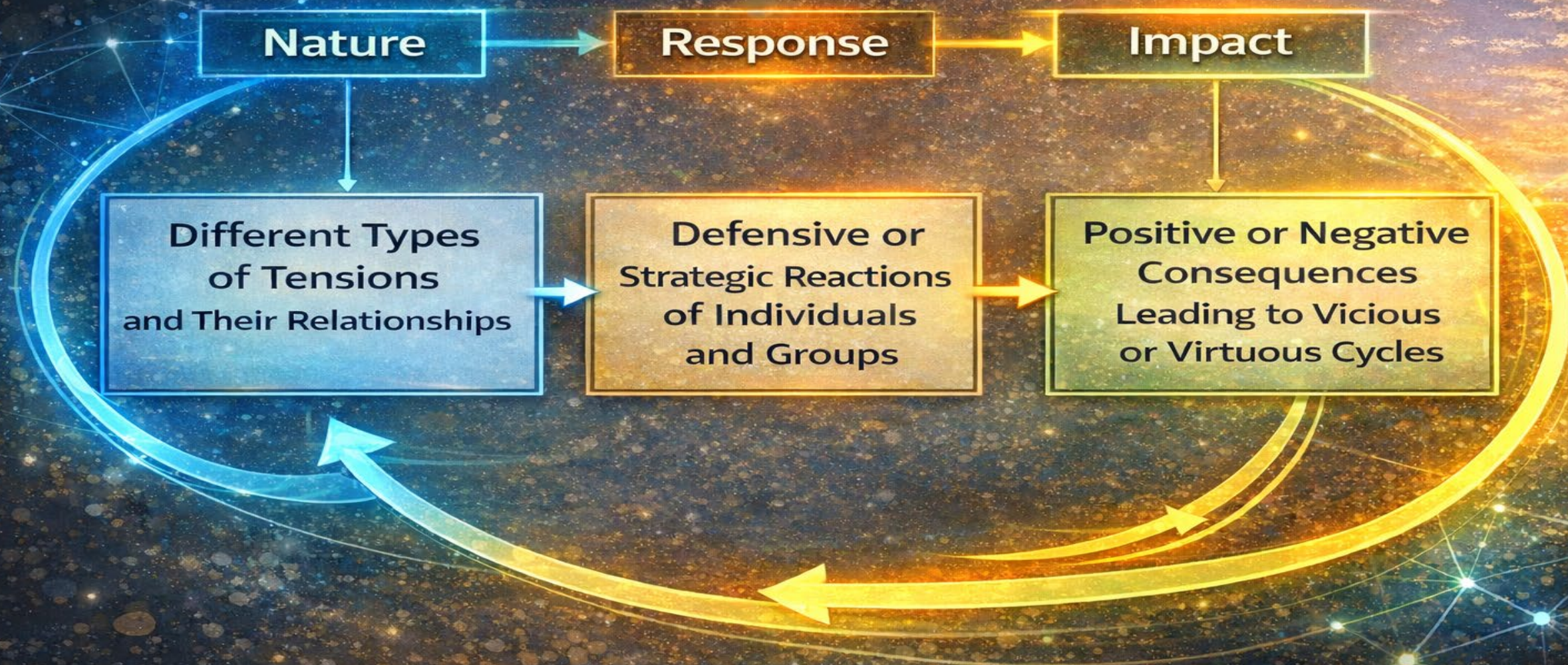
ZELFBEELD
ZELFWAARDEGEVOEL
BEROEPSMOTIVATIE
TAAKOPVATTING
TOEKOMSTPERSPECTIEF



Persoonlijk Interpretatiekader
Naar: Kelchtermans (1994)

Kracht van paradoxen





Schaap & Vanlommel (2024); Vanlommel & Steeno (2025)

Investeren in
PROFESSIONEEL
KAPITAAL

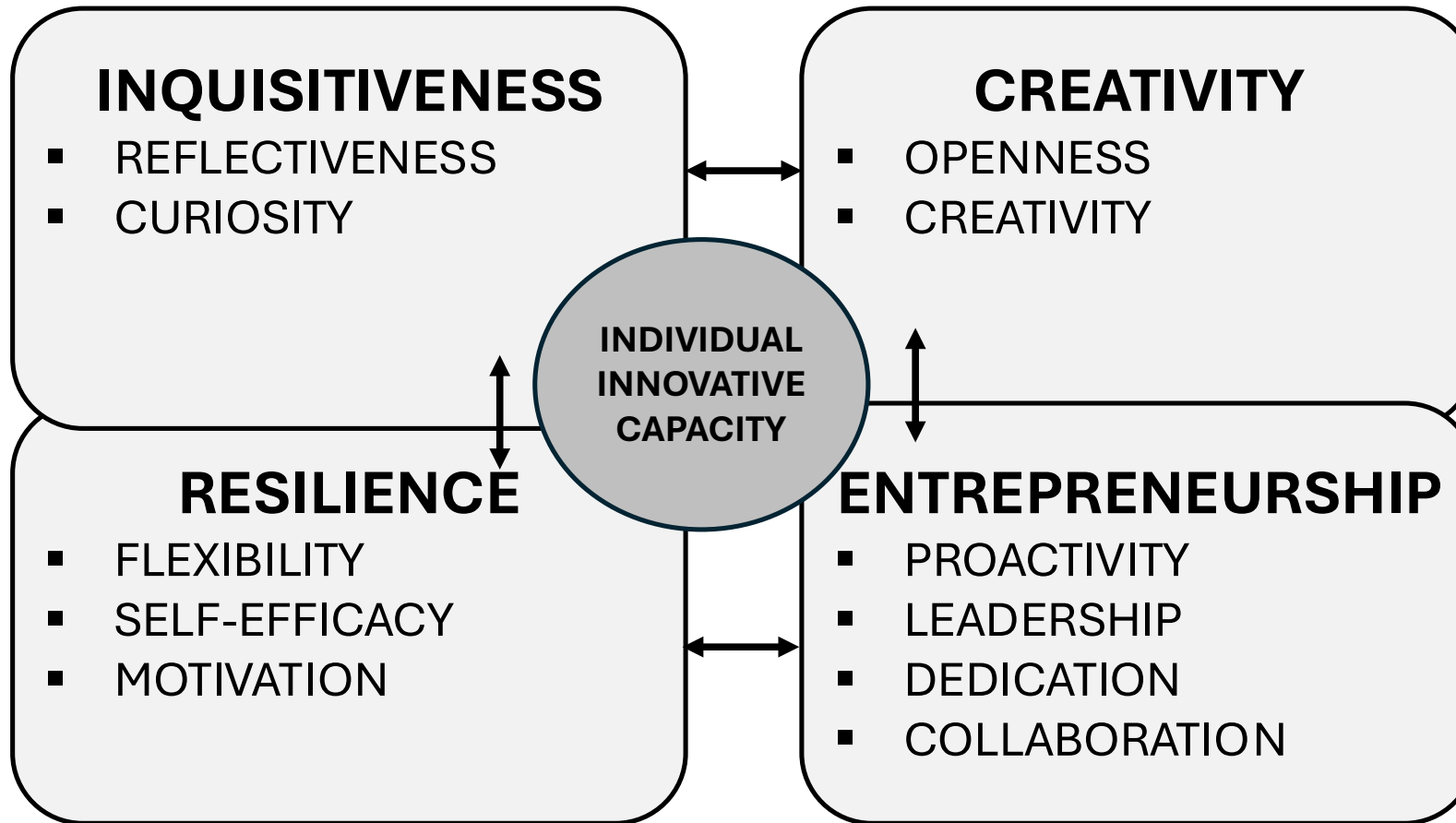


The image features a network diagram composed of several orange circles of varying sizes, each containing a stylized human figure. These circles are interconnected by thick orange lines, forming a web-like structure. The text "Human Capital" is centered within this network in a dark blue, sans-serif font.

Human Capital

Individueel Innovatief Vermogen

(Rorije & Vanlommel)



Bouwen aan gedeeld eigenaarschap

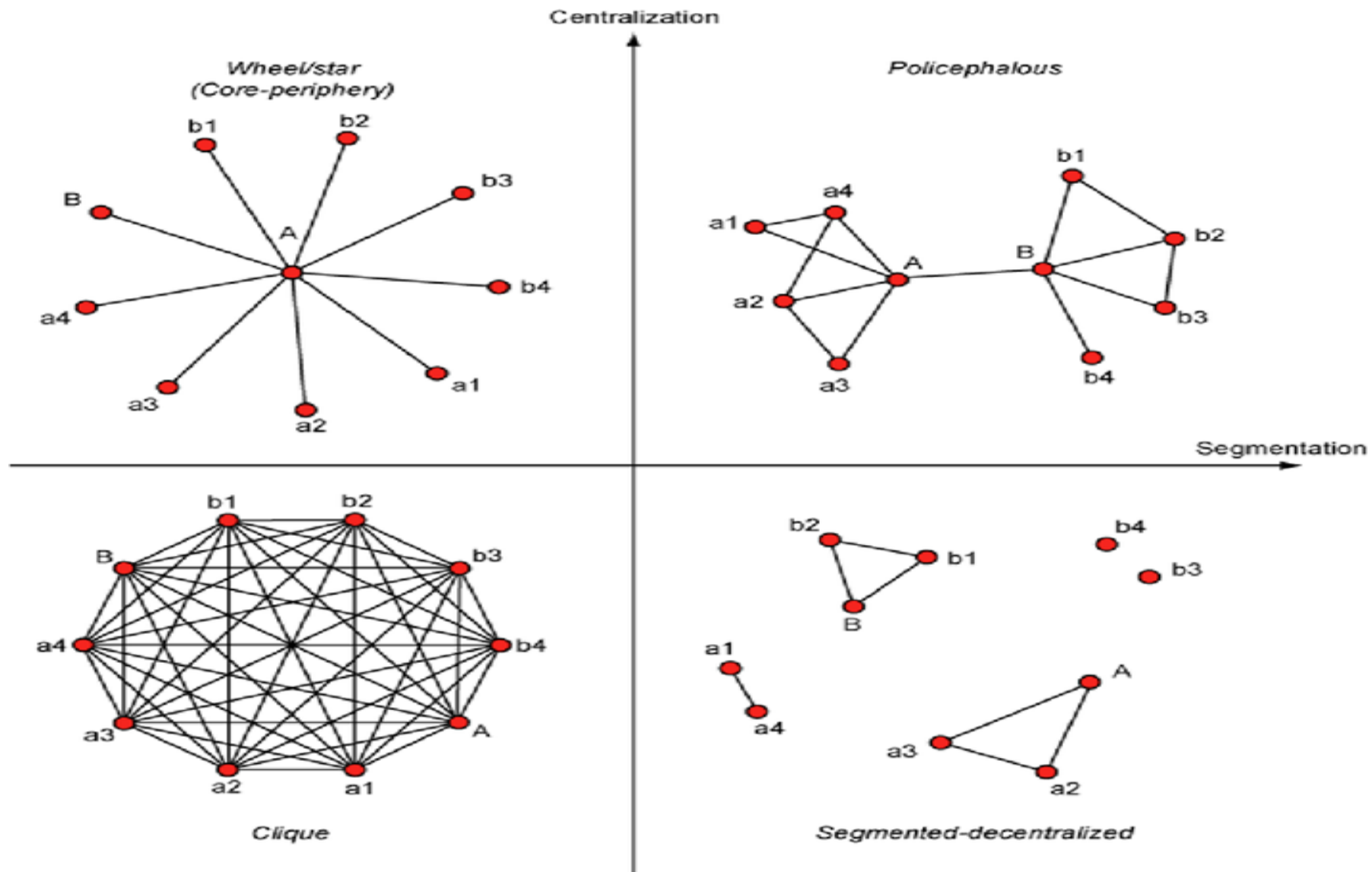
- **Meesterschap**
- **Ondernemerschap**
- **Leven lang leren**
- **Samenwerking**

(in: Vanlommel, Coppoolse & Schaap. De Grote Vragen rond Onderwijsinnovatie. Op zoek naar meer Verandergoesting, 2023)

SOCIAAL KAPITAAL

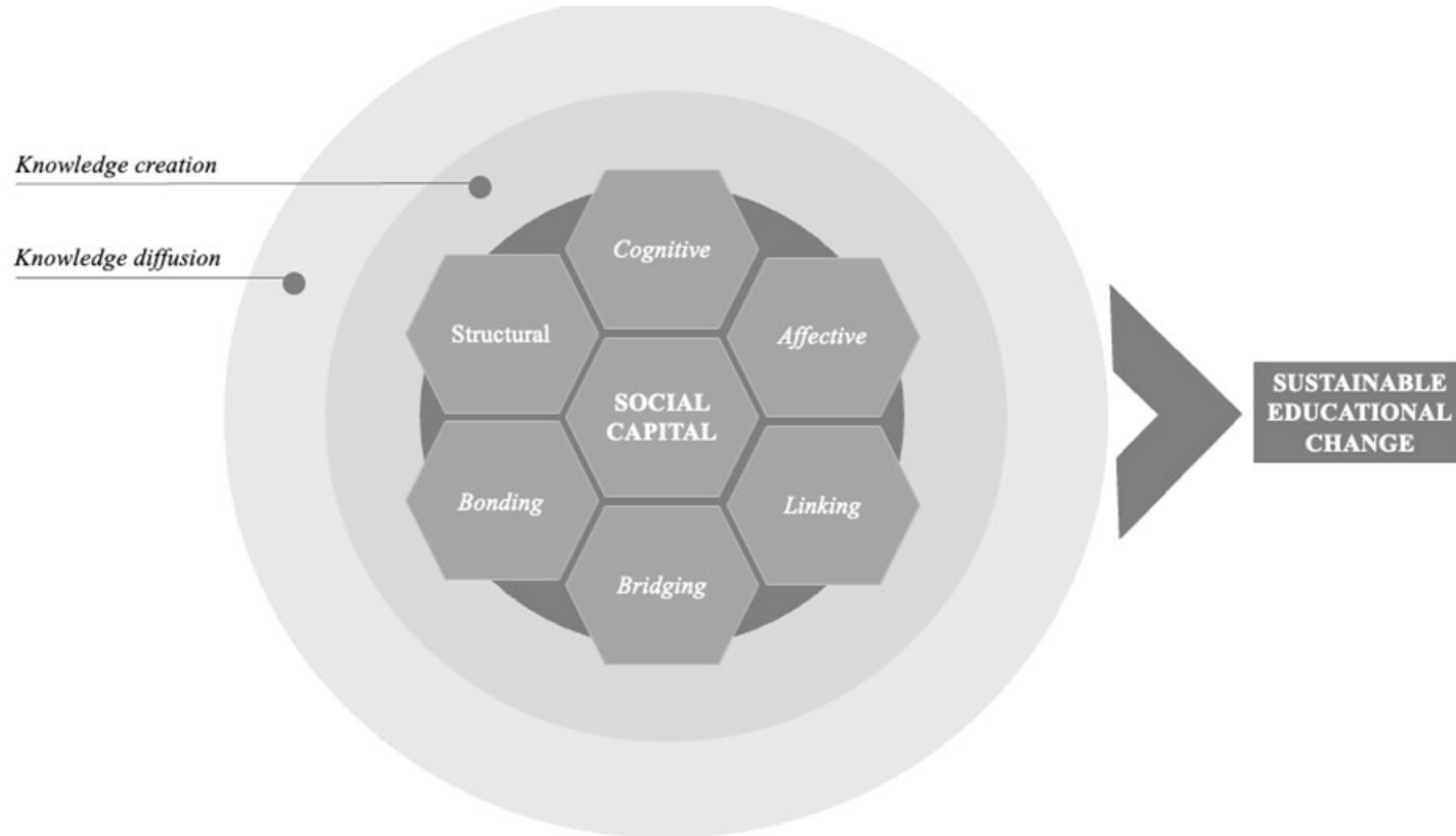


Verschillende vormen van samenwerking

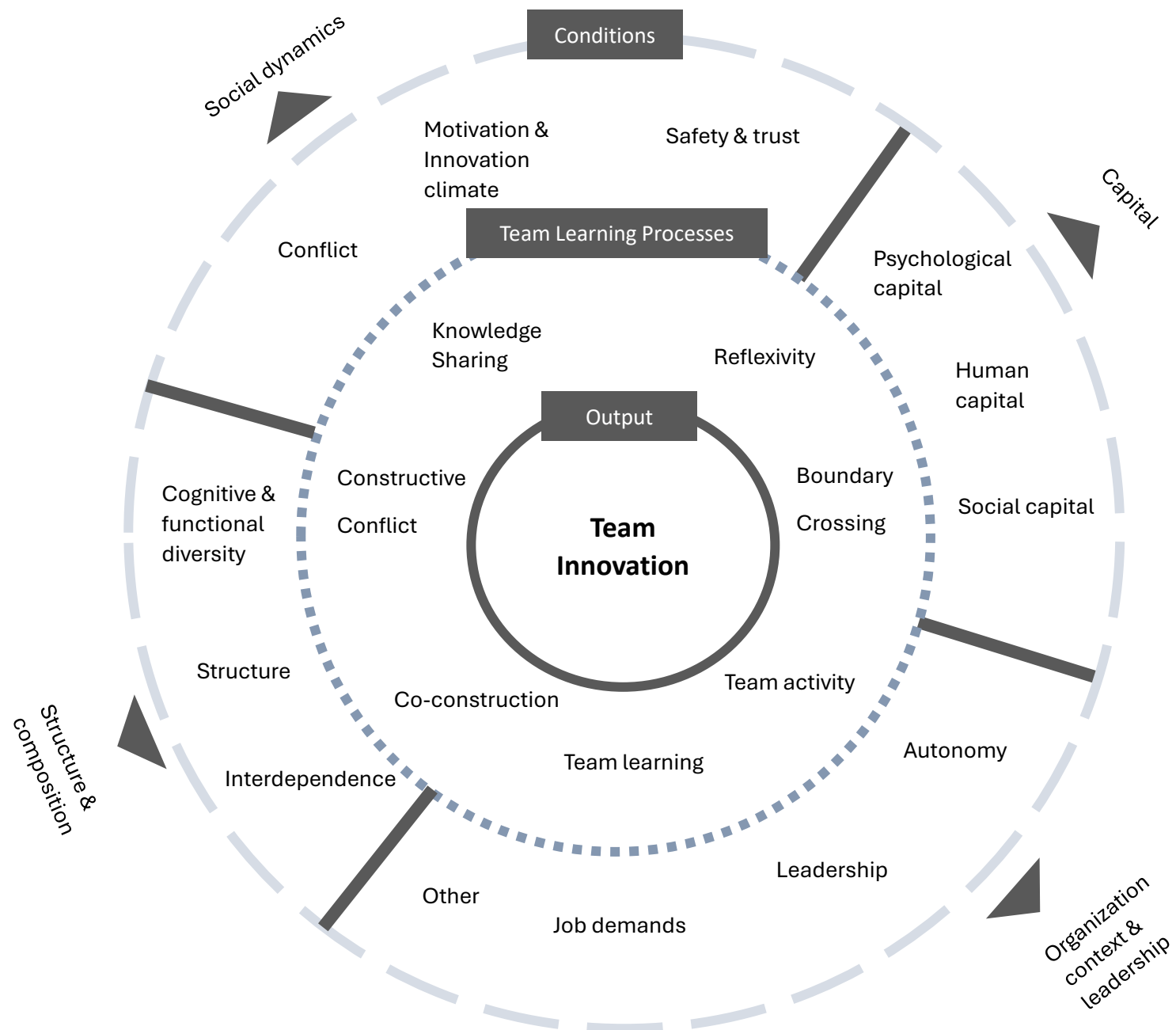


SOCIAAL KAPITAAL

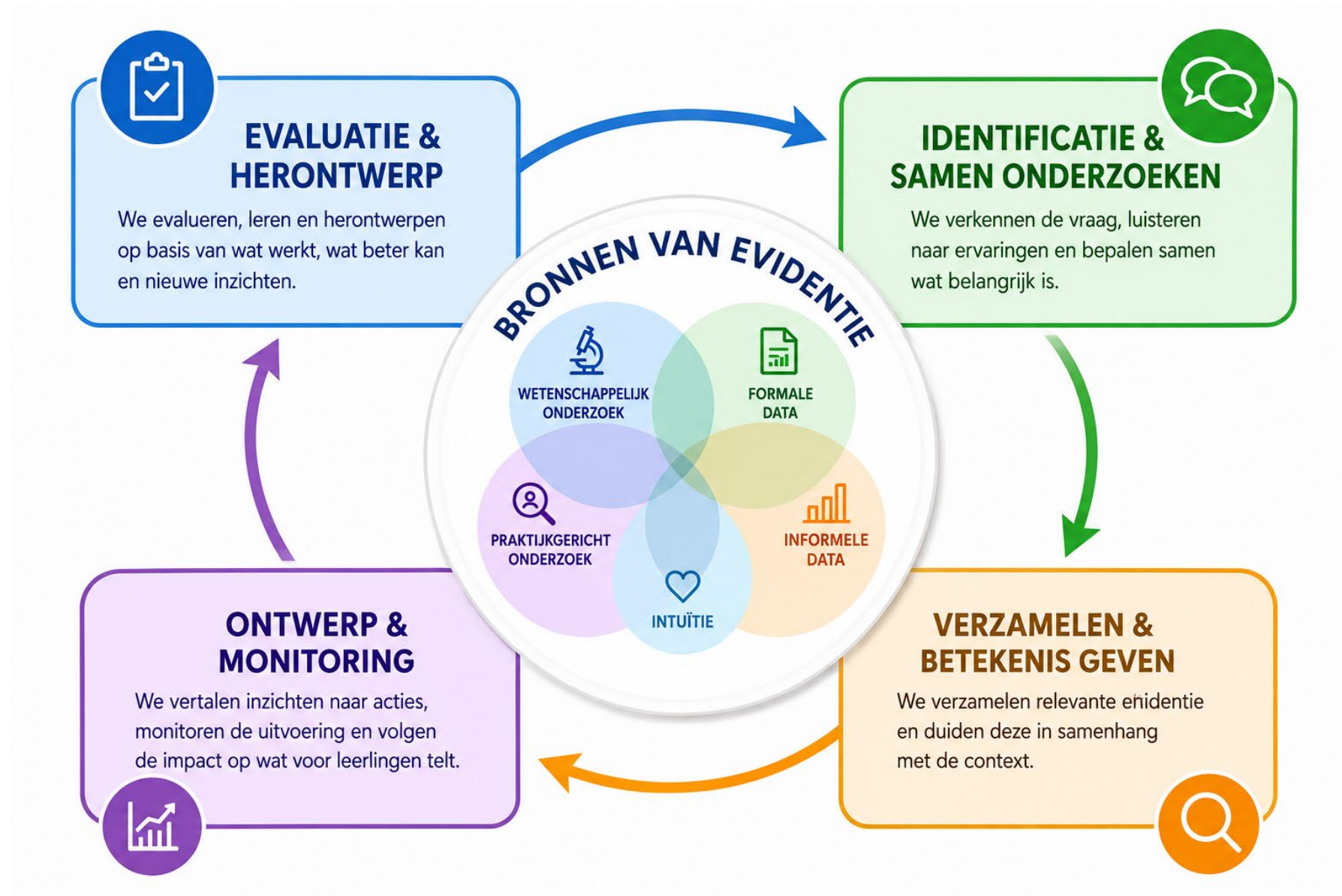
(KINOS-kader, Van den Boom-Muilenburg & Vanlommel, 2025)

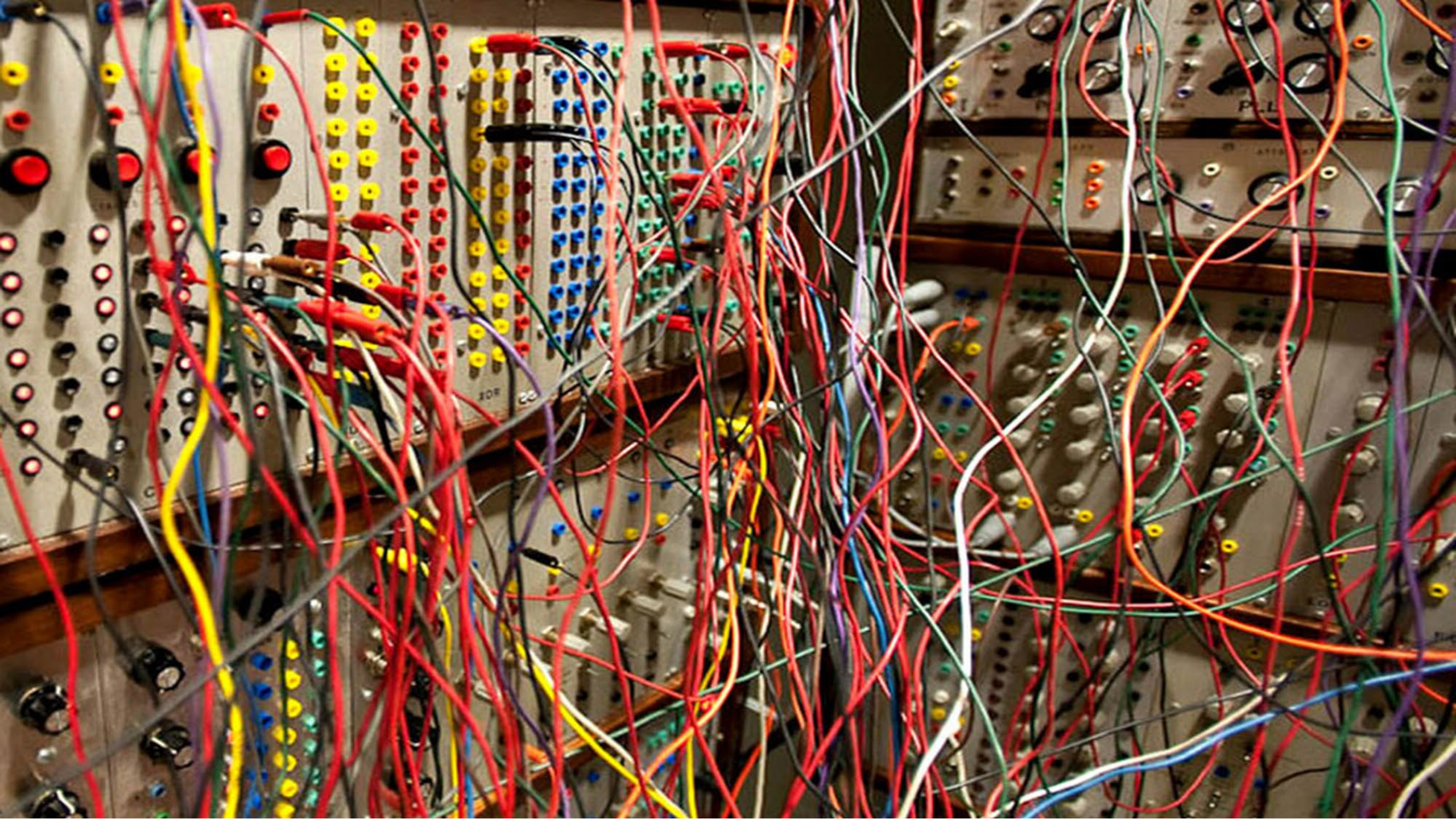


Innovatief Teamwerk Kompas



Besluitvormingskapitaal







Een culturele lens

Lelieur et.al.

Leiden van veranderprocessen



In verschillende fasen van betrokkenheid

	Stages of Concern (SoC)	Expressions of Concern
Level 0	<i>Awareness</i>	I am not concerned about it.
Level 1	<i>Informational</i>	I would like to know more about it.
Level 2	<i>Personal</i>	How will using it affect me?
Level 3	<i>Management</i>	I seem to be spending all of my time getting materials ready.
Level 4	<i>Consequence</i>	How is my use affecting clients?
Level 5	<i>Collaboration</i>	I am concerned about relating what I am doing with what my co-workers are doing.

Hall & Hord

Volgens een veranderstrategie



Kotter

