

E44 - Rooted & Unwavering - Hylke Faber & Sieds Rienks

Diana Belluomini 00:09

Welcome to rooted and unwavering a podcast and radio show which features leaders from all walks of life in conversations about courageous connectedness. How do we stay connected to our best selves, especially when we are challenged? What becomes possible when we truly stay committed to our own and others greatness also when we don't feel it? Join hosts Philco, Faber, transformational coach, facilitator, and award winning author of taming your crocodiles and his guests as they explore leadership greatness in today's episode of rooted and unwavering.

Hylke Faber 00:48

Well, lo Welcome to rooted and unwavering broadcasting live today from Phoenix, Arizona and the Netherlands, where we are helping people to connect more deeply to their innate potential. I'm your host, local farmer. And I'm here today with seats rinks, a very, very seasoned leader, a coach, mediator and more, which I will tell you about in a second seats. How are you today?

Sieds Rienks 01:12

I'm fine. Thank you. I feel honored to be here. And I love to talk about the things we have done, we're going to do, and I just love it. Excellent. I

Hylke Faber 01:29

just love it is part of what I love about the seats, that when I think about him, I always get a little taller on the inside, I feel a sense of inspiration and upliftment. And that is what root and unwavering this podcast series is about. So this is episode 44. So we'd been listening for 43 episodes now to different speakers to talk about what is it like to be rooted and unwavering. And as I thought about that, this morning, I I coached quite a few leaders this last week that were in a place of worry and stress. And I noticed what happens when we are in that place of worry and stress as if we are like disconnected from the source of our inspiration from the elbow. And it's so almost miraculous to see that a few simple choices in our inner consciousness can break that open again. So that can be can be available we can enjoy, we can be creative, we can sail the winds of change, as opposed to having to anxiously hold the rudder of the motor yacht to steam exactly the course that we want. That's what this is about seeds is with us today to help us understand more about connectedness and he comes with us with a lot of experience. He has a very, very rich career in corporate care and government. And he's now a independent intrapreneur what he's focused on the support of all human aspects, including conflict change leadership, competencies and coaching within institutions and companies. He is basing his expertise and service based upon his experience as a as a leader, manager and psychologist. He works at all levels of organization and he's also a much looked sought after speaker in congresses,



workshops and symposia. He has been involved in innovation care and intrapreneurship. He works at the level of interim management management and board levels. And he's worked very much in all thinkable forms of company and care situations often as a as a leader, often in the Netherlands and a national level. He is also very active and passionate to be a mediator in collaboration and conflict. He has had many functions in corporate including ICT and also financial and he has worked in mergers. How do you make things more part of the community HR digital transformation and he is very broadly certified as well. So, so much there. He is now the co owner of solutions focused conflict was to keep blushing because I'm not done yet. And we are especially you're you're certified in being a solutions focused mediator. And he is often involved in politically leaders political leadership problems in teams and boards. And when I first met seats, I was just struck by his smile that seemed to come from a very deep place and whenever Helga Farber feels a little down or stressed out, I think about that. That's my often I think about the positivity that you bring to every interaction I've witnessed with you. So welcome seats.

Sieds Rienks 05:12

Wow. Wow. What'd you say, though?

Hylke Faber 05:19

That it's just an honor to be with you today. So first question for our podcast today seats, which is, yeah. Tell us about what you've learned about connectedness in your life and leadership. What have you learned about connectedness in your life and leadership?

Sieds Rienks 05:34

well connected, this is the main principle of everything. When I work with people, I can't make change without connection. It always needs connection connected. I want to connect with my team members, with with a team as a whole, but with the individual in the jewels as well. Yeah. It's not don't see the team as a whole. See the team. Yeah, you have to see them as a whole, but also as a gathering of individuals. Yeah. All have their own interest, their own purpose, their own, go for helping us as an organization to develop, to grow. And to come further than when, than the point where we were

Hylke Faber 06:46

beautiful. So this focus on the individual and I, I resonate with that, because I remember our conversation seats where I felt very seen by you. So tell us a little bit about how seats has learned to connect with the individual of seats in his life. Tell me Tell us a bit about your journey, because you didn't start yesterday with this journey, either. Oh, no, no.

Sieds Rienks 07:10

No. Essential was my meeting with Ericsson. Ericsson is very known in psychological work at psychiatrist, psychotherapist. And he realized change just by being the best listener you've ever had. Yeah, he listens. Not only to your words, but to your tone, by being by your gestures, and so forth. And I had the chance in Belgium, to meet him. And to realize that listening should be improved by me.



Before I met Erickson, I was a good manager in bringing up change and development and prosperity, but by the meeting of Erickson, and in this stream, also Louis galpharm, I realized I had, I had to listen better. Listen to what you really want, what is your goal? What is your ego and so forth? Not it as a psychologist, not as a therapist, but as a manager. How can I help you? And how can you help your organization? Yeah, to come up to come further? Yeah. And that's the main question. And when you when you feel what the real feeling is, at the other side, you can seduce him, really seduce him to step over a blue line or a red line, and to come further.

Hylke Faber 09:32

so profound, listening deeply, like be the best listener that you could ever be or meet. Yeah. And that helps to open something. Yeah, it seems so paradoxical. Because it seems like I need to meet you with some framework or some answer or something. And what you're saying is no, no, no, no, listen, listen, listen. So seats. I do want to know a little bit more about you. So when you have listened to Your luck to you in your life. Yeah. What have you been discovering about seats? About

Sieds Rienks 10:07

Me? Yes. Oh. First of all, I had to do now, I had to deal with two major things. Ego and speed.

Hylke Faber 10:25

Okay, great.

Sieds Rienks 10:27

Ego is I wanted to be alert, to be admire to be, well, he can do things we can do. Yes. And some of them I did in the every organization I was. And I had speed as a tool. I was quicker. I did it quicker. Other people. Yeah. But that didn't not mean that change was real. It meant that projection became better, or my KPI became better. But that's not about purpose. That's not about failure. It's yeah. And I had to discover that to go deep into myself. To be a better listener.

Hylke Faber 11:36

Yeah, yes. Yes. Answer. Beautiful. So you said a lot in that vignette right there about speed and ego, and the part of the ego and you don't want to be admired. Yeah, I think that's something that's very common for people. Yeah. How did you learn? How did you learn to be wanting to be admired? And how would you unlearn it? Oh,

Sieds Rienks 12:05

how did I learn to be a buyer

Hylke Faber 12:08

to want to be admired? Well,

Sieds Rienks 12:11



that must be something in my childhood. The relation with my father wasn't the best relation. You could embeds him. It was bad relation as well. Although, later, I realized the real meaning he had that at that time of the childhood, I'll I had a bad year had a bad day influence on me. So I became a champion in sports. I, I was a national champion in swimming in a team. And so it was wonderful. It was wonderful. I wasn't mild. I was in the papers. I was the best. And I was admired. But not by my father. He didn't live sports. So yeah. So I just went home. Comforting my ego. And, yes, because of some intelligence, I learned how to become in speed. Yeah. It learning in studying in writing and publishing in telling everything. And I learned, just learned how to do that. Quick and clear. Yeah. Just a discovery how you do that? Yeah. That's how I learned it was by people who said to me, seats in your story, you're always a hero. And you cannot be always a hero. Be more humble. And in those days, I learned to be Christkind follower as well. Yeah. Yeah. I learned to be humble. In Belgium, there is a saying that we are all little people in the view of the big crowd. I restore gold or Jesus or something like that. We're all very, very tiny people. Some seats. Don't think you're a good as our bake are wonderful. Just think you're one. Yeah. That's feeling that was a discovery for me. I always trying to be the best. That's no longer necessary.

Hylke Faber 15:31

That was that, like a switch that went like that? Or was it more like a gradual? Ma, humbling and humbling and a gradual, like metamorphosis within you tell us about that? It's gradually?

Sieds Rienks 15:46

Of course, it's gradual. changes don't come like this yet. Sometimes they do. No, I don't think it goes like this. It's by experience by the discovery that you can't change it all, that you can't do it all that you can't work it all. Know, you need your team, you need your environment. Yeah.

Hylke Faber 16:23

Become a humble part of your environment. Yeah.

Sieds Rienks 16:26

You have to be humble part. So, yes. At this time, I know I can inspire people and all that. But yes, I'm more humbled by, for instance, positive psychology, I learned how to how to listen to all the values of other people. of my team members. It's not only about the goal, it's also about the values and the qualities everybody else.

Hylke Faber 17:10

Yes, yeah. My mind is going to this place where you said something about listening and then relating it to humility, almost sitting at somebody else's feet. Yeah, with that deep humility. And then they crossed this. You said blue line. Yeah, something like that. So I would love for you to explore first. And you realize, sort of focusing a bit on you. How is listening to you? How do you cross your blue line? And what did you discover in that process for yourself? And then maybe what you've discovered, as you do that with others, right, I'm really curious about that. Because I think it's such an under used skill, we



tend to stay on what we know. And that listening takes us to a place of unknowing, unknowing. And yeah, so tell us more about that.

Sieds Rienks 18:12

Please, rephrase your question. Yes. It's such an important question. That it needs the good answer.

Hylke Faber 18:25

Let's dance with this question. I'm really curious how you have been listening to you. More and more deeply. Yeah. What how you have crossed your own? Or how have you witnessed yourself crossing your own blue line? And what was that blue line? Give us an example of that. And what did you discover on the other side of that

Sieds Rienks 18:50

blue light? Yeah, a lot of it. There were a lot of experience. Sin says I think first of all, maybe listening to my children. Let's start with that. In the eyes of your children, you're not God. Just not God. I'm just sitz your father. And when puberty is around, they start building up their own identity. Oh, I can't control it all. Yeah. And there were changes in my organization for hints that I couldn't control it all. You can. For instance, one very good thanks, Habilis. Have we always got the figures of the last month? At the somewhere in the half of the next month? Yeah. And then well suddenly appeared a deficit of I think 1 million euro or something enormous differentiated. I didn't see it. I didn't know it. I just was astonished by how could this happen? I did the whole well. And it went wrong. Be more humble. Trust not only on you, but trust on other people who know it. And I have to realize you're more than your, your team is more than you and the others. It's about all of us. And it's in your team. It's in your in your children. It's in your environment. Everybody has some value, they do not know or they are aware, but they have to discover their own quality. And I understood that I had to really listen to the quality of the other team member. Yeah, I had to appreciate it. Yeah. And when I appreciated it, they became stronger and more courageous. And more connected. And more. Yeah, open. Is that an answer?

Hylke Faber 22:06

Absolutely. And, and I am thinking about the choice that you made to let go of that control, meaning I got it all. I got it. I got to do it. I got to fix this 1 million euro deficit and appreciating that you're part of the whole Am I in inferences, the ease that came online with that maybe not total ease, but the sense of creativity and possibility that came online with that? Is that fair? Yeah. Yeah. Yeah. Yeah. And then what I'm curious about is that transition of Letting Go Control right, which is, which is for humans, I think for humans and current state of evolution, such a quantum leap.

Sieds Rienks 23:00

Yeah. It's a quantum leap. Yeah. Good.

Hylke Faber 23:03



So what what how do you do that inside of yourself? Like how do you let go of control for example, when you're listening to somebody?

Sieds Rienks 23:19

You looking for the real discovery. In the Netherlands, on a moment, we had an awful water break down the dikes. The water was coming over the dikes. And there was a 9095. And I was in command to bring 1000s patients 1000s. Yeah, over the dikes to other areas in the Netherlands. And I was in command of that operation. And it needed to do that in 24 hours. With tricks with people with bats and everything. I was in command, but I needed everybody to help me. And after this operation, and I was honored for that operation. Yeah, it was on TV and Netherlands and that kind of thing. Oh seeds, how wonderful you did it. But I realized it's not about me. It's about all those maybe 1000 People who helped us to energize it to do it, to make it happen. And when you know that it makes you Mo, can you need the yellow one?

Hylke Faber 25:05

Yeah, very much.

Sieds Rienks 25:07

Don't say I did this operation. Wow. It's about me. No. It's about. Yeah. It's about everybody. It's

Hylke Faber 25:19

about all of us. Yeah. Everyone, everyone. Yeah.

Sieds Rienks 25:22

So Be humble. Be humble.

Hylke Faber 25:24

Be humble. I hear and I also hear, appreciate the other. And that makes things come alive in the other. Yeah, like what they value it raises their confidence. Can you say more about how that works, maybe give an example of how that works, how you've seen that work, where maybe, and I would love for you to also at some point related back to the blue line and define to us what the blue line is?

Sieds Rienks 25:54

Do? I hope you do not mind that? I answered it from conflict? Yeah,

Hylke Faber 26:03

let's do it. I

Sieds Rienks 26:05

do it. In my work, I do a lot of conflict work, not like a mediator. So everybody is right. And truth is in the middle. No. Just listen to every a and be involved and do deep listening. Not about what they say. And



I'm not about to be in and what has happened. But what did they need? What do they need now. And when you really listen, you get a mandate from the other side, hey, you understand me? You can listen to me. Then I go to B and B is replacement as well. And he says hey, I gave you the mandate. I trust you. Now, I can talk with a and be together. And that makes the conflict fluid. But in conflict, yeah. That attitude is most mostly hostile. A is hostile to B and B. And behind a and b are their team members, the board the shareholders, so so they have an image, well fight fight. And they have to cross a blue line or a red line. And by the trust I gave them they are in a way prepared or ready to cross the line. There they they find some courage. Yeah. And you need courage to cross it. Because you have to say I was wrong, or something like that. Yeah. So that's where I think and it's not only about conflict, it's also about team members, where you really listen to everybody, you'll find their purpose, the value there. way of thinking.

Hylke Faber 29:00

Yeah, yeah, I'm totally with you. And if you could, for us in the listeners, just clarify even a bit more. What is that blue or red line? What's the line that one crosses?

Sieds Rienks 29:12

Oh, oh yes. It has various forms, various forms, the blue line come can be. We we will do things different than we did. The blue line can be I have to be more humble. The blue line can the we have to do it together. It's not all about me. The blue line can be yourself and can be the organization

Hylke Faber 29:58

it's stepping over something One,

Sieds Rienks 30:00

one of my Do you mind if I tell the story, please? We had a wonderful, wonderful meeting of all the Skyliners in the world, like KLM, China Airlines, Emirates, and they had a big problem. Because if you wanted to fly, first with KLM, and then with Emirates, or delta and but you wanted to go from Amsterdam to Paris to be a Beijing or something, you have to fly different airlines. But you're, you wanted a booking in one point, like booking code calm or flying.com. And just give me a flight from Amsterdam to Beijing. How could we make up this? Alignment? Yeah. And one website where you have one. And I was chairman of a meeting of all those airlines at Schiphol Amsterdam. And they had to cross all the blue, blue lights. Yeah. Because they had a political environment for, for example, or money environment, for example, or power environment. And we succeeded by really listening. Yeah, I did with more people. Yeah. But by really listening, we learned, hey, that's your goal. Hey, that's your purpose. What? That's why you want to bring it further. And to gain commercial benefit as well. Yeah. By doing things together, not doing alone by doing things together. And you had to cross a blue line, the blue line of your backgrounds, your own country, the money, the power. And yes, we achieved this. And now in now there is websites all over the world, where just can say, I want to go to and from Amsterdam to Beijing. Alright. Alright, with one click. Yeah. And I was part of that meeting was wonderful.



Hylke Faber 32:58

So the way the way I'm hearing this about the blue line is you invite people by listening deeply to step over an identification, or an attachment that they have. And whatever that attachment might be, might be a background, it might be financial, it might be political, it might be a legions, it might be something, it might be snowing, it might, whatever it is. So we're gonna take a short break seats. After the break, I'm going to ask you tell us about an experience where you crossed the blue line yourself, like what wasn't something that you need to let go off? And what happened because I think that's such a powerful idea that you're introducing to us. We're going to take a short break. I'm speaking with seeds, rinks, amazing coach, global leadership, expert leader, and so many other things and beyond. A fantastic fantastic listener who inspires flow. This is Helga Farber with root and unwavering See you after the break.

34:11

You are listening to rooted and unwavering presented by growth Leaders Network, the leadership team and culture development company. If you would like to learn more about working on connectedness for yourself, your team or organization, please contact growth leaders network on LinkedIn. And now back to the show.

Hylke Faber 34:36

Welcome back to rooted unwavering I'm speaking with seeds rings, we have been talking about deep listening and the metamorphosis that the alchemy that happens off crossing the blue line within a person to create flow to create collaboration, togetherness, that tell us seats about the experience you've had where you personally was recrossing, the blue line, your blue line?

Sieds Rienks 35:10

It's I have to tell you about my example of salt diagnostic labs. It's about two years ago. And there was a huge conflict between the board and the council. real conflict, and no one trusted each other. And I succeeded in listening to the leader of salt, but that this trust to one to each other. Yeah, the council and the board was so huge. Yeah, it didn't work. And my normal tendency is always to get harmony, to get people back on track, back home. Doing things better and doing things together. And, but I tried, and I tried, I listened and I listened. And they all trusted me. But they didn't trust each other. Just not trust. And I had to cross the line. No longer go here in harmony. But just split it all. And I sent the council away. Yeah. Just get rid of those people and make up another account. For me, that was huge. Because I did start and I did learn. I did tell everybody. Yeah. To come back together. Right. First it in peace at the end. But it didn't work. And that that moment. I had to have an attitude of no longer this one. Weird No, not going to this the same purpose. We ended. And here I had to cross a blue line. It was against my orientation. My feeling. Yeah. In terms of peace. Right. It just didn't work. Yeah. And I didn't it made it and at that moment, it was needed to say, stop it. Go away. I do not, although they trusted me. But



Hylke Faber 38:31

yeah, yes. So so I'm hearing in you that you stepped across an attachment to peace, and what that would look like coming together. Yeah. And I can so identify with that. From the Eastern wisdom, I was one stop that there's this sequence of working with energy. Yeah, I think like pacifying, enriching magnetizing and destroying. Yeah. And what I hear you said, do it here as you pass, you try to pacify, enrich and magnetize. And sort of bring more perspective, more understanding more togetherness, more trust. Yeah. And at some point is just clear that this is at this current time not going to work. So it's time to destroy. Yeah, I would like to know from you. What happened after that

Sieds Rienks 39:35

have a wonderful change of humor, and atmosphere. Now at this time, and this morning, we were talking. This is coincidence. This morning. We were talking about development in the last two years. Now At this moment, we see growth. We see prosperity. Good. Low sickness rate. Yeah, just section for the work. Yeah. Wonderful, wonderful image in Amsterdam and other parts of the Netherlands. Wonderful image now. So it needed to cut it.

Hylke Faber 40:32

Yep. Yes.

Sieds Rienks 40:36

I really had to be courageous at that moment. Yes. But, yeah.

Hylke Faber 40:42

Where did you find the wherewithal to make that decision to cut? How did that happen? It wasn't like, immediate or was it also gradual? How that happened

Sieds Rienks 41:02

was not immediate not second or something like that. But it was. It was gradual. But when I feel in my stomach, this, this is not good, where we're not succeeding in what we paid for. It won't work anymore. And I had, yeah, it was gradual. That's dope. Yes. There was a point where I said no, stop. There was a discovery. I needed to listen to my lawyers because it was a lawyer involved.

Hylke Faber 42:06

Yeah, yes.

Sieds Rienks 42:09

Yeah. Yeah. Yeah. Okay.

Hylke Faber 42:15

So what I hear you do there, what I heard you do there was to actually listen deeply to yourself to the wisdom that came from your gut and say, Oh, this might be the time for cut. This might be the time for



comp. And sometimes God is pruning, like with the little bush, it creates, it creates new life. So there's also that there's also that so delightful, delightful example, seeds of how you cross that red line. Okay. I want to go a little deeper into how listening and appreciation now bring out the best in people. Because I heard you say that in the beginning of our podcast, and I didn't want to just walk by that because I think it's such a powerful orientation. Yeah. More about that, say more about how listening and appreciation brings out the best in people how it helps to evoke courage.

Sieds Rienks 43:30

They can know that Oprah Winfrey, yeah. We all know Oprah. She had about 30,000 gets ignored show 1000 guests. And the guests asked one question at the end of the interview. And that was how did I do it? So we all do have you have it? And all the listeners who haven't. We are all in some way insecure about ourselves. When we talk, like people in the office, we talk rational, we talk in terms of failure, or goals or achievements. But not in terms of what is really driving us not about our fear

Hylke Faber 44:50

what happens

Sieds Rienks 44:57

when I talk to my team members See my organization. Of course, I'm listening to their stories. Their stories are valuable. Their goals all are valuable. But if I listened to them in 10 minutes after we started, I crossed the line and hey, what does it do for you? What does it mean for you? What does it say about your drive? What does it say about your anxiety? What will make it more comfortable?

Hylke Faber 45:54

Yes, yeah, yep. I hear what you're I hear what you're saying. It's like what makes it more comfortable. There's there's something about people just really feeling seen and heard feeling seen and hurt. Seats, a very technical thing that's happening right now, when I hear you speak, I hear a bit of a sound. So what I'm going to ask you to do is, if you wouldn't mind logging out and logging back in that probably we'll fix the problem. And in the meantime, I will stay here with the listeners. If you don't mind doing that. Would that be okay,

Sieds Rienks 46:36

though? It's okay. It's live studio and got coming.

Hylke Faber 46:42

Yes, yes. Just log out and log back in? Would you mind doing that? Thank you. So thank you for that. So we've been listening to seeds, rinks, and really practicing the skill of deep, deep listening to be that such a beautiful solvent for our identity, which things that we have we as the hero in the story, have to do it all by ourselves. And I think that is such a powerful, powerful lesson that seats was just talking to talking to us about that solvent for our egoic insecurity that is on both sides, both the listener and the speaker, then by listening deeply, there is no things get resolved. Yeah. And interestingly, the noise



also got resolved. So we listened to what happened and we listen to that. It's funny, funny how these things happen when we listen, there's wisdom that's creative and spontaneous that comes online. Okay, so seats tell us, you are not in the beginning of your career? No, it's not that way. So you've seen so much in your life already. And you see where we are today in our world, with our generations that are coming into the workplace into this world? Yeah. I notice a lot of anxiety in the world. Right? There is a lot of anxiety. What do you want to say to people that are feeling in the swirl of that? What do you want to say to them?

Sieds Rienks 48:33

It's not, it's not enough to say don't be anxious. That's not enough. And at the other side, it's not enough to tell everybody you're safe. That's not enough as well. But what helps is that you feel yourself trusted by your manager or in your development? Or you're striving for your own development in your career and so on. But it's also good to hear what you can't be. Yeah. For instance, if you're the best Carpenter, yeah. It's not necessarily you will be the best boss. If you're a marketeer. It's not the same as B. Being the best bookkeeper. There's a lot of difference. But what we need to do is give people the feeling that what they do is good, in a way. And if it goes wrong, what will be your best place in the world in this organization in this theme, or something like that? You'll have as a leader, or as a coach, I need to say, A, you're developing in this way. But that's far beyond your own abilities. Competencies. Yeah. We see a lot of things like the Peter Principle, where people go up and up in the organization. And they're not managing to complete it in a good way. Yeah. style. You need courage and connection. To tell that to your people. Yeah. I, and this is remarkable. What many, many leaders do not have the courage to say, Hey, move to another place, move to another development, move to another competency. We go on and on. And it doesn't make people make people feel more secure. It will be the people less secure. But they Yeah,

Hylke Faber 52:05

yes, yes. Please

Sieds Rienks 52:06

help them to cross their line, their red line or their blue line, cross it. And please take another road, your life, your career, your work your organization. And dare to do it. Yeah. We have lots of examples of people who were more successful in the second half of their career. Just because they took another road of development. Yeah. Yes.

Hylke Faber 52:47

So what I see here, you say, it's an interesting integration. Because I thought you're gonna say, Oh, you listen deeply. That's what I thought we're gonna say something. Listen deeply. Listen deep, listen, deeply. appreciate them. They'll make them feel safe and secure. And actually, what I also hear you say is apply the cut, apply the blame. No, actually, I'm seeing something here. Let me call it out. And my sense is the safety in that is that people feel supported by you.



Sieds Rienks 53:24

Oh, yes. Yeah. Not in the way that I'm a soft leader. Maybe even a heart leader? Who can tell people very direct. This is what I see. Please. Yeah, let's talk about it. Yeah. But yeah, you can only do that in trust. And trust is built up by listening, appreciation, and that kind of stuff. Yeah. Yep. So you have to build up with your team members, a trust worthy environment, not only about KPIs, also about drives, competencies, development.

Hylke Faber 54:15

We always say connect before context before content, connect before context before content, what I hear you say is you build connection and context. So listening and appreciation. And from that place, then you create a space in which is safe to almost like creatively flow together and say, Hey, I see something here. Do you see it too? It looks like a little replanting, or changing or big changing might be what's necessary here. Yes. Yeah. Okay. See, we're getting to the final minutes of our conversation which has been slow so fast. Tell me about what do you yearn for in your next stage of your career in life?

Sieds Rienks 55:13

Don't ask that to men who's 74? But I do not quit my career. Because I just believe in good organizations, healthy organizations. Good. Change. Yeah. And I

Hylke Faber 55:50

yeah, I wanted

Sieds Rienks 55:51

to know, I saw the line, very correct, by a case yell, disturb it away. What do I do? I wanted to build up good organizations to make change possible. For instance, at the Chamber of Commerce in the Netherlands, we see a real change from the old bureaucracy routed to a vital organization. And that development is so worth it, to support that by building up interest in people by building up development in teams, by tell people about the drives and so forth. And it's not only there is it's also at salt in healthcare, where I do support some major changes in that the way friends do.

Hylke Faber 57:12

I want to I want to pause you for a second, because I am very curious, because you brought up your age. So let's talk about this for a second, right? I want to understand more. At the very deepest level and the last minute or two, what drives you to keep going with your work?

Sieds Rienks 57:34

People, people, people, organizations are not about the organization's they are about people. And when you inspire people, when you can seduce people to come out and build, build them build up some belief in a better future. I always ask what will be the best future for this organization or for you? That's



my main question. What will be the best? And which steps do we need? Yes, it's a belief in some way. And yes, yeah. Something like this. Beautiful,

Hylke Faber 58:24

beautiful seats. It's been such a blessing I want to say to speak with you today and learning about helping to cross the blue line the red line in us and to see the future that we want to have and, and work towards that. And I see you working towards that tirelessly and with so much inspiration, and laughter and joy. Closing what what do you want to say by way of closing seats

Sieds Rienks 58:57

today? Huh? Thank you for this beautiful moment. Where you ask me I knew it's about I have read your book. taming your crocodiles. Yeah. We all have crocodiles. I had mine yet. And it's wonderful. To not not see your career. as a whole. I did this and I performed That's them. That major change I made possible. That's wonderful. But that's not it. It's about taming my crocodiles to get the best version of mine. And my team. That could be my last word.

Hylke Faber 59:55

Thank you, Jamie, my crocodiles to get it The best version of me and my team crossing that red line that blue line. So much today, seats I'm taking away from this be the best listener that you can be. Yeah.

Sieds Rienks 1:00:13

Appreciate talk to a lot.

Hylke Faber 1:00:18

Oh, that was your that was the role of the day. Be the best listen, you can be there to cross the red line and see what's on the other side. Open yourself that appreciate others build trust. And I have this question in mind, what's the future that I want? And how can I move towards that? You'll be listening to root and unwavering. This was episode 44. We'll be here again in a couple of weeks at episode 45 with Christine Linder, who is a senior leader in the healthcare space to explore this connection topic more. And until then, you can subscribe to this podcast if you like Spotify, Apple everywhere else. And until then, I invite us to think about what would it be like if I was just nudging up my listening quotient a little bit today? What would it be like? I'm looking forward at expiration myself. Thank you for listening today. And you've been listening to rooted and wavering where we connect leaders more deeply to their innate potential. I'm your host Hilco Faber. See you next time.

Diana Belluomini 1:01:36

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