



FONTYSROLES

DEVELOPING INTO
AGILE PROFESSIONALS



WITH WHICH ROLE(S) DO YOU MAKE AN IMPACT?

Society is changing at a rapid pace, and education and research changing with it. Fontys is responding to this development with the Fontys for Society strategy, to aim for a talent- and research oriented and agile organization.

Therefore Fontys introduces a set of eight roles that helps to develop Fontys professionals into agile professionals. This way, every Fontys professional can continue to grow. Whether they are involved in education, research or supporting the organisation.

IN WHICH ROLE(S) DO YOU WANT TO DEVELOP YOURSELF?

Do you challenge yourself as a coach, expert, researcher, organizer, knowledge sharer, connector, inspirer or innovator? It's not about fulfilling one role, or all roles. It's about fulfilling your own unique set. Fundament for this is the learning and collaborating professional. From this fundament you dare yourself to develop in one or more roles. It is interesting to look at the role assignment within your team, and what your working environment requires of you. You therefore deploy the roles flexibly, depending on the development of yourself, your team and the organization.



FUNDAMENT: LEARNING COLLABORATIVE PROFESSIONAL

Starting as a learning collaborating professional, you are constantly developing and challenging yourself. You have an exploratory attitude and reflect on your own actions. You actively seek out collaboration and ask for feedback. Your development-oriented attitude strengthens collective learning in your team, with professionals, students and partners. This fundament forms a solid basis for development on the eight Fontys roles below.

AS A LEARNING COLLABORATIVE PROFESSIONAL:

- you have a learning attitude and you engage curiously in dialogue.
- you regularly ask for and give feedback.
- you reflect on your own actions and take control of your own development.
- you are focused on team learning and you make use of various perspectives.
- you dare to take a constructive critical stance.



COACH

You guide our professionals in training (students) or colleague professionals on their personal learning and development path. You take time for them, listen attentively and have the skills to stimulate their intrinsic motivation. You improve insight and call upon their self-managing abilities by asking the right critical questions. Thanks to your impact, professionals (in training) take control of their learning, development and/or research process.

AS A COACH:

- you are empathic.
- you listen actively and encourage.
- your probing questions stimulate reflection and self-management.
- you provide development-driven feedback.
- you focus on the other's talents, development opportunities, and ambitions.

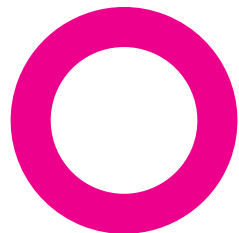


EXPERT

You are the expert on the subject matter. You leverage your expertise to support professionals (in training) or processes. You can facilitate learning and development situations, enabling others to acquire the necessary knowledge and competencies. You also provide feedback on the substance of the learning and development process and are aware of what is happening in your profession. This is the impact you can have with your knowledge and expertise.

AS AN EXPERT:

- you are an expert in your field.
- you leverage current developments in your field.
- you respond to innovations in your field and implement them in your approach.
- you provide suitable advice based on your expertise.



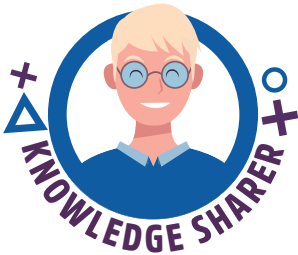


ORGANISER

You are skilled in the logistics aspect of things and are knowledgeable about how processes are set up. In short, you are the leading expert where it concerns organisation in the broadest sense of the word. You make sure things are well organised and handle preconditions such as structure, quality, finance, administration, or communication, facilitating others in their work. You simplify matters from the perspective of your strengths, and this is where you have an impact.

AS AN ORGANISER:

- you collaborate closely to align content and organisation.
- you collaborate in a project-based and effective manner.
- you are an effective planner and organiser and are able to communicate this proactively.
- You are capable of translating questions from your field to organisational solutions.

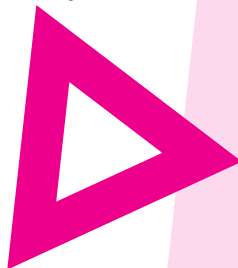


KNOWLEDGE SHARER

You share your knowledge and experience with professionals (in training). You tell them what you have delivered or show what you or your organisation does and share this with stakeholders, within and beyond Fontys! And that is important because we collaborate increasingly within and between teams and with the sector at large. In this role, you can also be visible in society, as a speaker, advisor or opinion maker. This way, you can have an impact by inspiring and informing people.

AS A KNOWLEDGE SHARER

- you take the initiative sharing relevant knowledge with stakeholders within and beyond Fontys.
- you use the perspectives of other disciplines or organisations.
- you try to contribute to awareness and dialogue from your field of knowledge.
- you network proactively and use this knowledge to drive continuous improvement.



RESEARCHER

You initiate or contribute to practice-focussed studies that are in line with issues in society. This is what researchers do at Fontys. You are linked to a chair or knowledge centre, and this is how you have an impact on education, innovation, and knowledge sharing. You work in a methodical fashion, are determined and curious about the challenges facing the world. You have an impact because your research answers questions from education or society.



AS A RESEARCHER:

- you have an investigative attitude.
- you do practice-driven research and make its value visible.
- you take control of a research project.
- you are familiar with a range of research methods.
- you develop practical tools for the professional practice.



CONNECTOR

The joint outcome is more important to you than individual performance. As such, you have a connecting key position in collaborations and work on issues in co-creation. You leverage the perspectives of other disciplines. In your key role, you actively build bridges with political awareness and strategic action. In this way, you stimulate every collaboration. As a connector, you love to realise high-impact ideas or build strategic bridges together with all of the professionals (in training, Fontys and partners).



AS A CONNECTOR:

- you work on issues in co-creation.
- you are able to bring people and organisations together.
- you are organisation- and environment-sensitive and are able to act accordingly.
- you leverage your adaptability to realise solutions.

Curious?

More information:

hub.fontys.nl/fontysrollen



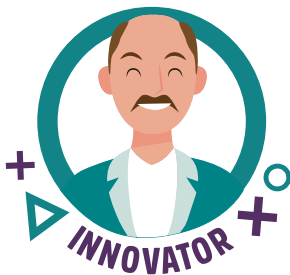


INSPIRER

You set the course in this dynamic world and radiate leadership. You gather support for new developments and take the lead in shaping change. Your vision enthuSES others and challenges them to keep participating. As such, you are vital to your surroundings. This is your impact as an inspirer.

AS AN INSPIRER:

- you act as a leader and give meaning to collective ambition.
- you radiate authenticity and create support.
- you challenge and encourage.
- you manage to jumpstart people in a positive manner.



INNOVATOR

You are someone continuously searching for improvement, and you work to innovate in education, research or the organisation. This is your starting point, and you are not afraid to be a pioneer. Together with other professionals, you have the guts to initiate the steps that are necessary. Because you are not afraid to fail and willing to change existing frameworks, you find the answers that are hidden to others. Yes, you make an impact by proposing innovative solutions.

AS AN INNOVATOR:

- you show you are an original thinker and propose creative ideas.
- you detect and initiate improvements or innovations.
- you are willing to start experiments.
- you tackle issues from different perspectives.

FEEDBACKAPP

Development starts with self-insight and feedback from others. Self-insight is the starting point of your professional development and this is reinforced by feedback from fellow professionals. The "Fontysrollen Feedbackapp" helps you to collect this feedback. The app is available for all Fontys professionals. This can be helpful for input for your development conversation, the Basic Education Qualification (BKO) trajectory or to gain insight into the role assignment within your team.