

Oh no!

Our **REBELS**
are leaving!

How to create an
environment where
rebel talent flourishes

SIMONE VAN NEERVEN

Simone van Neerven is a rebel herself. She knows what she is talking about. After a long and successful corporate career, she quit and founded her company 'reBella'.

She is now on a mission to create a better understanding of rebels. She is passionate about unleashing rebel talent within organisations and beyond.



Hello there!

Lovely to see you here.

Did you know this booklet is part of the **REBEL**- series?

Oh no! We have a **REBEL** in our team

Oh no! I am a **REBEL**. Now what?!?

Oh no! Our **REBELS** are leaving!

And more to come!


Learn more about the rebel-series
and stay tuned



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“ We are convinced that
any business needs its
wild ducks

Thomas Watson

REBELS ARE A HIDDEN TREASURE

Rebels are not passive order-takers, and most of them could be considered an organisation's high potential. People who significantly improve the performance of the organisation, no matter the position they are in.

But they can be untactful and quite outspoken, provoke controversy, get frustrated or sarcastic, especially when they feel unheard or unrespected.

They need some help from their leaders to understand how to get around in the organisation, how to earn respect from others for their insights and ideas, and how to pace themselves so they don't burn out.

Managing a rebel is also fun. If you are open to their curiosity, commitment, and passion, you'll be inspired to see things differently and discover new possibilities.

Remember that rebels have the biggest hearts. They do not break the rules because they want to, but because they feel they have to.

*It is not rebels that make trouble
But trouble that makes rebels*



'Re – bel' =

Curious

Ask questions, judge less, crave novelty,
remain open to different perspectives



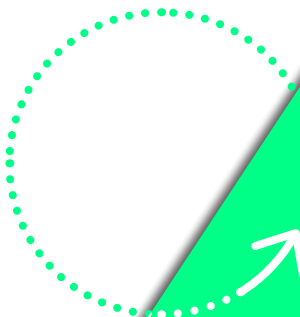
Creative

Cultivate serendipity, connect ideas,
turn problems into opportunities



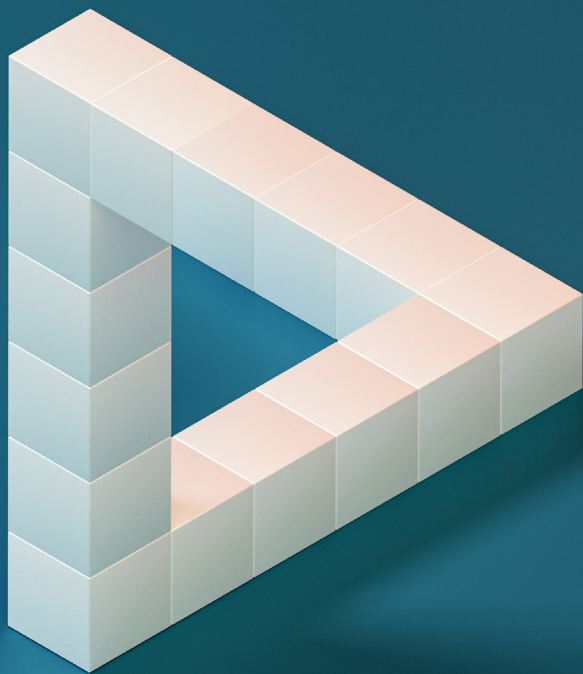
Courageous


Dare to be you, be brave enough
to speak up, take ownership



INNOVATION

IF THERE WERE A LOGICAL ANSWER,
WE WOULD HAVE FOUND IT BY NOW





DO COUNTER-
INTUITIVE THINGS
BECAUSE NO ONE
ELSE WILL






“ The biggest concern for any organisation should be when their most passionate people become quiet

Thomas McCLure

WHY PEOPLE WON'T SPEAK UP

Big or small, new ideas are the lifeblood of a company. And if employees feel comfortable speaking up in the workplace, it means they feel heard and appreciated. Yet many people won't voice their ideas and thoughts.

From research by Karin Hurt and David Dye, these are the six key reasons why:

-  67% think their leadership operates on the notion that "this is how we've always done it"
-  56% are concerned about not getting any credit for their idea
-  50% do not think anything will happen, so they don't bother
-  49% say they are not regularly asked for their ideas
-  45% think they don't have the skills to share their thoughts and ideas effectively
-  40% lack the confidence to share their ideas and perspectives

DO YOU HAVE A JESTER?

In 1386, the Duke of Austria, Leopold the Pious, planned to invade Switzerland. Before starting the war, he asked his jester whether it would be wise to attack the Swiss. He answered the Duke bluntly and said, "You fools, you're all debating how to get into the country, but none of you have thought how you are going to get out again."

The Duke of Austria ignored his jester and started the war. It turned out to be a disaster. The army suffered and a full brigade of knights passed out from thirst and heat and could not even make it to the battlefield.

The jester was an elusive character. They were also referred to as clowns, jokers, buffoons, or fools. They could freely speak without worrying about the consequences. Jesters were not afraid to tell what they were thinking and cause offence. They dared to say what others didn't.

In modern times, maybe rebels come closest to the jester. There are no official job roles for jesters, but every leader should at least have one.



REBELS ARE NOT TROUBLEMAKERS;
THEY ARE DEEPLY MOTIVATED TO
MAKE THINGS BETTER