

# Aangaan

Leading yourself and others



**ARIAAN SOPHIA VAN SANDICK, PH D**

As entrepreneur, certified coach (+1800 hour), lecturer, singer and trainer Ariaan is active from her hometown Utrecht in the Netherlands. With her husband and two other business partners she builds in Utrecht, very near to the Dom, a centre for development, as a meeting place for people who want to be more autonomous, want to feel freer and who want to be their own leader.

Ariaan (1963) has more than 30 work years as manager, coach and lecturer, both in profit and non-profit. The common thread in her work is learning and innovation. She likes to give her attention to issues such as breaking through patterns, implementing improvements, strength-oriented coaching and staggered leadership.

Since 2010 Ariaan has her own company [Aangaan](#) (Engage) as systemic job coach and as expert on Learning & Development. She has at the time several assignments as team coach, action researcher and curriculum developer, mainly in higher education. She is lecturer at a Master on the subject Learning & Innovation at the Rotterdam University of Applied Science.

Nature has an important place in her life by walking, cycling and through her country house in the Veluwe. She has experience with Systemic work with horses. In addition to the practice of Bikram Yoga, she is active in an a cappella singing duo, with which she supports rituals by singing and by allowing emotions to move.

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In the following paragraphs you can read about the focus of Ariaan her work in Aangaan:

## Empowerment

"I focus on the design of learning processes, so that there is in-depth learning, not blocked by the limiting dynamics.

My background is in systemic work, pedagogy, action research, positive psychology, and anthroposophy. I coach individuals and teams, with the aim that people be empowered, and feel free to use their qualities. I have a specialism in leading system constellations, the design of learning processes, the guiding of student-teams, and action research".

## Lively learning together

"What I like the most is when professionals emerge, come forth, become visible in the own unique professional identity. And that they dare to be their own leader and take responsibility for the way they work together in teams".

"I train professionals so that they can guide activating lively (learn) processes in their own teams, in action-research or study-teams".

## Eye for hidden questions

"I wish that teams have energizing meetings, where everyone comes to his or her right (inclusiveness), with an eye for the underlay, so that also answers be found on hidden questions.

What I mean by hidden questions? The question under the question, the origin of a question, what does play but have not said aloud. Because of, for example, shame, loyalties, unspoken ambitions not all the questions are spoken out loud. In a team there is for instance the following issue: "we never talk about the project that was a fiasco, but it has a lot of influence, because since then we do not dare to take risks anymore". It is worthwhile to find answers on hidden questions in order to know: Why doesn't work in our team and how can we get the flow back in our work?



Sam Jinks Untitled (Kneeling Woman) 2015