



OUR MISSION

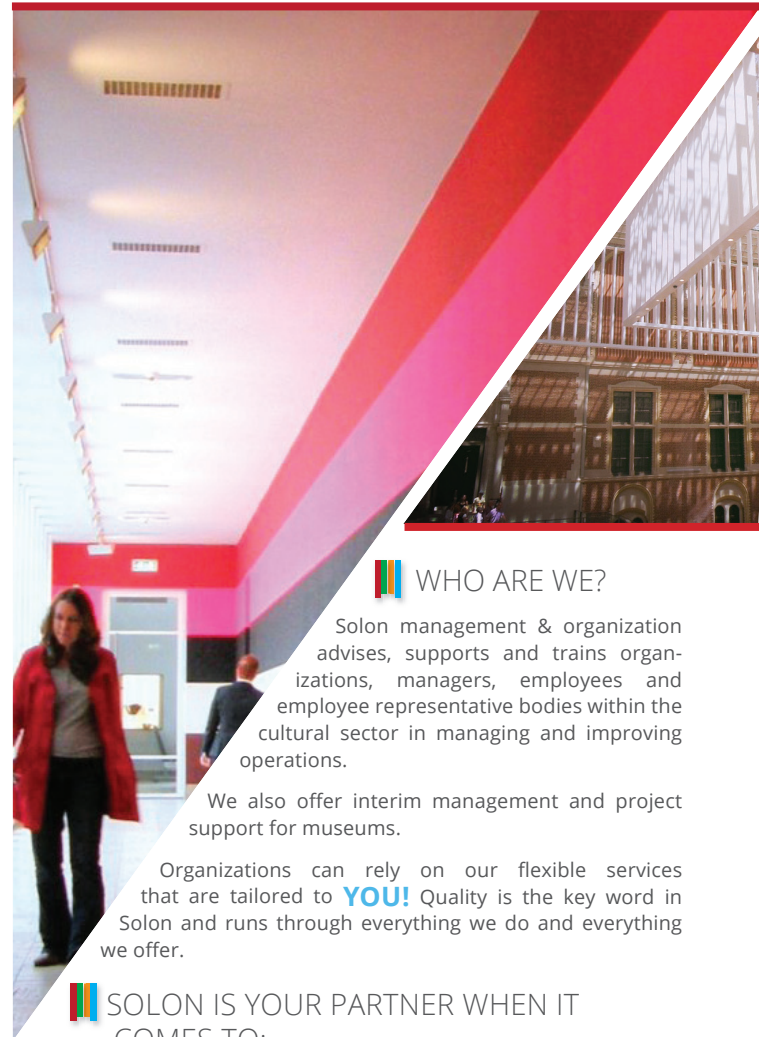
Solon is an experienced consulting, management and training company for the cultural sector that helps to improve the way companies do businesses.

Quality is the key: our service focuses on the structural improvement of the quality of processes, management, employees, and employee participation and ensures that the final product we offer delivers – every time.

Also central to our approach is the customization and development of services to suit our customers' specific needs. Solon achieves this through being flexible and adaptable and we work on applying both know-how and practical advice to help your organization and employees develop further.

Finding a balance between organizational interests and personal interests plays an important role in our services so we achieve a win-win situation for the organization AND their employees.

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WHO ARE WE?

Solon management & organization advises, supports and trains organizations, managers, employees and employee representative bodies within the cultural sector in managing and improving operations.

We also offer interim management and project support for museums.

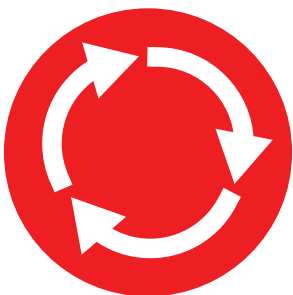
Organizations can rely on our flexible services that are tailored to **YOU!** Quality is the key word in Solon and runs through everything we do and everything we offer.

SOLON IS YOUR PARTNER WHEN IT COMES TO:

- Advice, Research and Interim Management
- Training and Coaching
- Administration and Support

Through offering a combination or any one of these services, it is possible to develop a complete solution for your organization and thereby improve it.

Permanently and effectively.



PROJECT MANAGEMENT



TRAINING



MUSEUM SERVICES



QUALITY MANAGEMENT

“IF YOU DEMAND
ACCOUNTABILITY
FROM OTHERS,
YOU MUST BE
WILLING TO
GIVE IT
YOUR-
SELVES
TOO”

SOLON,
549 B.C.

ABOUT US

History

The Solon consultancy, is named after one of the Seven Wise Men of Greece, who was an Athenian statesman, lawgiver, and poet. In fact his reforms prepared the way for the introduction of democracy in Athens.

The company, (not quite as old as the original!) was founded in 2001 as a partnership between two colleagues with the same goal of presenting good quality business advice and to focus on the continuous development of the client.

In 2008, Solon became a limited company and is currently led by the founding managing director, Rianne van Leenen. The team currently consists of thirteen employees in the Netherlands.

Rianne van Leenen co-founded Solon in 2001 and she became the Managing Director in 2008. Apart from guiding the company as MD Rianne also works as a senior advisor, interim manager and trainer for Solon's clients. Rianne has been active in the cultural and government sectors within the Netherlands for over 14 years and holds a masters degree in Business Administration.

Our company

Solon is a consulting and training company that supports and gives training and advice to organizations, managers, employees and supervisory boards in managing and improving the company's operation with a focus on the cultural sector. We also offer interim management and project support.



Coaching

Customer Service Training

Total Quality Management (TQM)

Organizational analysis (Efficiency in management)

Communication and Personal Effectiveness

Project management

Dealing with complaints and aggression

Training for Executives

**CENTRAAL
MUSEUM**

**rotterdam
festivals**



www.wmdc.nl

**NATUUR
HISTORISCH
MUSEUM
ROTTERDAM**

EMA
European Museum Academy

SCHUNCK

**museum van
boijmans beuningen**

**Het
Natuurhistorisch
STADSSCHOUWBURG**

**OLKECH
UTRECHT**

RIJKS MUSEUM

voet op de maan

OUR CLIENTS IN THE CULTURAL SECTOR

- Museum Boijmans Van Beuningen
- Central Museum Utrecht
- SCHUNCK*
- Stadsschouwburg Utrecht
- The Rijksmuseum
- Het Natuurhistorisch Museum
- Rotterdam Festivals
- Natuurhistorisch Museum Rotterdam
- World Music & Dance Centre
- Voet op de Maan
- Gulden Project Management
- Stichting European Museum Academy
- Stichting Theaterproductie Rotterdam
- Stichting ArtAids





TIME MANAGEMENT

Solon provides several training programs related to Time Management. From basic training to advanced training in the most modern methods and techniques all designed to enhance your performance and create a better balance between work and life. Our Time Management courses are practical and can be customized precisely for your organization.

You will learn how to get a better grip on your time, your work and, indeed, on yourself. YOU already hold the key to success, but WE will help you find it!



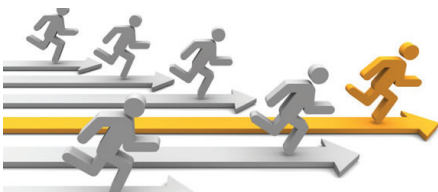
DEALING WITH COMPLAINTS AND AGGRESSION

Our training in how to deal with complaints and aggression focuses on handling your own emotions as well as the verbal and non-verbal communication skills that are essential in handling aggressive situations. Learn how to control and deal with complaints and aggression in the correct way.



TRAINING FOR THE EXECUTIVES

Various tools will be used to hone your skills as a manager during this course. We will look into your leadership style, learn how to apply different styles and receive tools for effective and motivating leadership. We also cover subjects like finance, budget management and meeting discussion techniques.



COMMUNICATION AND PERSONAL EFFECTIVENESS

Learn to fit into different situations by adapting your own behaviour but keeping your own style. Self-awareness, interaction and collaboration are the key points here. Learn to gauge and monitor your positive and negative side, set personal goals, provide attentive listening and how to direct a conversation with clear goals.



BUSINESS COACHING

Learn in a private coaching setting to fit into different situations by adapting your own behaviour but keeping your own style. Self-awareness, interaction and collaboration are the key points here. Learn to gauge and monitor your positive and negative side, set personal goals, provide attentive listening and how to direct a conversation with clear goals.



CUSTOMER SERVICE TRAINING

You are always the representative of your organization. This is a pivotal role and the importance of it cannot be overstated. We will provide an insight on how to deal with customers and to whom to give priority: the visitor in person or the phone? Learn how to maintain an overview during peak hours, so that you will always represent your organization in an appropriate manner.

PROJECT MANAGEMENT

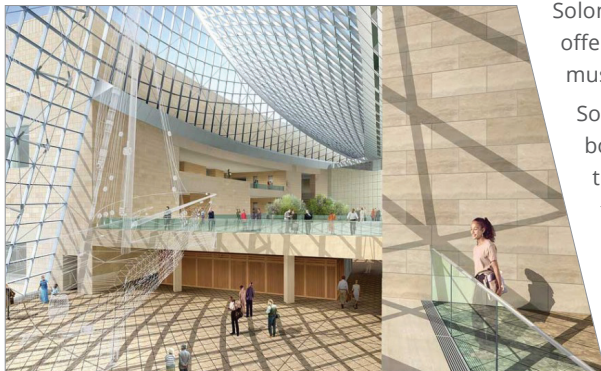


All projects, whether they are organization orientated to help make processes, people and organizations more efficient or activity orientated to create exhibitions, develop educational programs and create publications, are in good hands with our project managers and project staff.



We are Prince2 certified, and we have customized this method to provide instruments, tools and methods that fit cultural organizations – to a T! We do that based on best practices within cultural projects. The key to success is in finding a structured way of getting your business case from the initial idea to a fully formed result.

MUSEUM SERVICES



Solon has a strong background and many years of experience in the cultural sector and offers a wide range of services specifically developed for museums, libraries, art- and music schools and other cultural organizations.

Solon provides training and discussions on relevant topics with international speakers both on collection conservation, management and preservation, developing exhibitions, educational programs and innovation of the sector as well as on business, finance, HRM, funding and management.

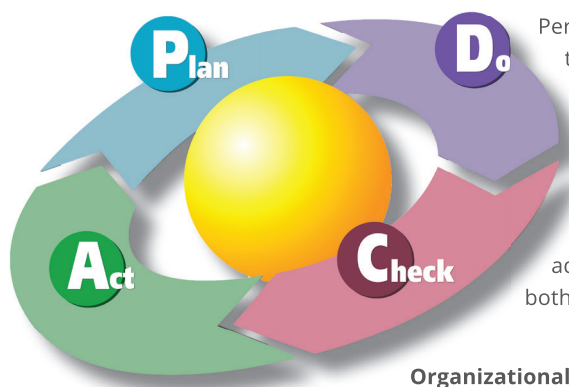
We can arrange an exchange of knowledge, via exchange of personnel, advisors and students.

Solon helps facilitate the exchange of collections of internationally orientated museums in the Netherlands, like Museum Boijmans Van Beuningen in Rotterdam.

We organize study trips to Europe for students and professionals in this sector. We also facilitate internships at internationally orientated museums in Europe.

New!: One of our latest services is developing academic internships in association with Museum Boijmans Van Beuningen in the Netherlands for Asian students and young graduates.

QUALITY MANAGEMENT



Permanent ongoing development is the central theme in quality management. It is important for organizations to keep on developing and keep on looking at ways to improve themselves. The base for quality management is Deming's PDCA circle: Plan, Do, Check and Act.

Solon uses this tried and tested method of total quality to advise and help you and your company to achieve your full potential.

We are experienced interim managers, consultants and change managers and can advise you on reorganizations, collaborations, mergers and alliances in the cultural sector, both nationally and internationally.

Organizational analysis and quick scans

To quickly spot any problems, Solon has developed quick scans which lay out a picture of the current situation, obstacles and elements where improvement can be made. A quick scan can be used as a confirmation for existing thoughts about improvement, but also when there are difficulties of which the cause is not clearly identified and established yet.



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