

The menu of Archi Leenaers



He loves dynamics, connecting talents and developing new technologies together. As an employer he stimulates and encourages the creativity of his 27 employees. Because inspiration leads to innovation. Partly due to his characteristic approach, his company Anatech belongs to the world's top businesses in laboratory equipment. An introduction to inspiring managing director Archi Leenaers in restaurant MEDS in Sittard (The Netherlands).

Existing recipee or experiment?

I belief in the strength of passion. Obligations and compulsory behaviour are killing your creativity. That is why I have choosen for people that participate with their own ideas. If you do it differently, you'll just get copies of your own ideas.

Speciality of the house?

At Anatech we design smart laboratory instruments that are reliable, easy to operate and offer good value for money. In the development process the focus is not on fighting the symptoms. We emphasize the issues that contribute in a positive way to the instrument and embroider on those themes. By doing so you get much better solutions.

The furnishings?

I ask plenty of ingenuity from our people, so I like to create an optimal atmosphere to enable that, with plenty of room for flashes of inspiration. Our garden with sculptures and the many works of art inside the building surely have a positive effect on the people that see that beauty every day.

What's in the cookery book?

On the intranet the employees see our course of navigation. The Compass shows graphs on turnover/growth, the absence through illness, complaints from our customers and the reliability of supply. These graphs give a good impression on our external image and the satisfaction of our own people. Popular amongst our employees is the monthly questioning hour in our canteen. Workers then can ask me anything.

How do you compose your menu?

Self-pity is simply spilling of energy. It is better to investigate what works and what does not work. The base question should be: are we doing the right things? To win is a consequence of playing the game well and fair.

Who is your gourmet?

My sounding board is my Board of Commissioners. I want to make decisions in a secure way, to prevent restlessness for myself and my company. A short time-out in order to list and consider all points gives indepth understanding. Invited and uninvited recommendations from my employees are always considered seriously.

What is the secret recipe?

I am the coach, not the captain. It is my task to provide the goal and the necessary means to achieve it. How we achieve that goal is up to the team. I always ask them: 'Show me what we can achieve'. And if something goes wrong, I will ask the question 'Why did it go wrong?' I don't think that the question of guilt is interesting.

Which ingredient may not be missing?

The discovery of new technologies yields huge explosions of energy. Applying for a patent is not only nice for the inventor himself, but also a proud moment for the whole company. Creating new solutions together is magnificent!

Seasoning?

A member of our project team recently developed for an American customer a sensor that is shaped like the planet Saturn. The mission was to measure two signals, weight and temperature, simultaneously and very accurately. The result is an instrument that in a matter of speaking detects when a fly has landed on the back of an elephant. I remember as if it were yesterday his statement: 'Houston, we have a signal!' ... Really exciting!

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