VODITELJ PRIHODNOSTI, DIRIGENT S POSLUHOM ZA VSAKOGAR

Mednarodna konferenca

📅 28. maj 2019  📍 Kongresni center Brdo
HOW TO CHANGE AN UNHEALTHY WORKING ENVIRONMENT, & HOW TO GET THE ELDERS TO WORK LONGER

Glenn D Rolfsen MNGF
The secret art of helping

Søren Kirkegaard (1813 – 1855)

- If one is truly to succeed in leading a person to a specific place, one must first and foremost take care to find him where he is, and begin there, this is the secret art of helping.

- Anyone who cannot do this is himself under a delusion if he thinks he is able to help someone else. In order truly to help someone else, I must understand more than he—but certainly first and foremost understand what he understands.

Glenn D Rolfsen MNGF
The secret art of helping

Søren Kirkegaard (1813 – 1855)

• If I do not do that, then my greater understanding does not help him at all. If I nevertheless want to assert my greater understanding, then it is because I am vain or proud, then basically instead of benefiting him I really want to be admired by him.

• But all true helping begins with a humbling.

• The helper must first humble himself under the person he wants to help and thereby understand that to help is not to dominate but to serve, that to help is a not to be the most dominating but the most patient.
How many thoughts do we have in 24 hours?
WORKING LIFE QUALITY

Which basic elements that determine our working life quality

• Personal life quality

• Relations to colleagues and leaders

• Sense of achievement (Mastering tasks)

• Experience of utility (feeling of Usefulness)

Glenn D Rolfsen MNGF
Badmouthing / Backbiting

Glenn D Rolfsen MNGF
• DO YOU THINK BACKBITING HAS EVER HAPPENED AT YOUR WORKPLACE?
• IN ANCIENT GREECE..

• The trippel filter test

• T – G – U

• Woman

• Men

Glenn D Rolfsen MNGF
WHY DO WE BACKBITE?

- WOULD YOU LIKE TO WORK IN A PLACE WHERE THERE IS NO BACKBITING?
How to do this in your organisation

• 01. GATHER THE GROUP

• 02. FIRST QUESTION:
  DO YOU BELIEVE BACKBITING TAKES PLACE HERE?

• 03. DEFINE

• 04. SECOND QUESTION:
  WOULD YOU LIKE TO WORK IN A PLACE WHERE THERE IS NO BACKBITING?
05. Optain an flip over

Glenn D Rolfsen MNGF
• 06. EVERYONE SIGNS

• 07. FRAME IT

• 08. HANG IT ON THE WALL

• 09. FOLLOW UP
It works

Glenn D Rolfsen MNGF
SOME CONDITIONS FOR CHANGE IN THE WORKFORCE

CLEAR VISION + CHANGE CAPACITY + NEED FOR CHANGE + FEASIBLE FIRST STEP

CLEAR VISION + CHANGE CAPACITY + NEED FOR CHANGE + FEASIBLE FIRST STEP

CLEAR VISION + CHANGE CAPACITY + NEED FOR CHANGE + FEASIBLE FIRST STEP

CLEAR VISION + CHANGE CAPACITY + NEED FOR CHANGE + FEASIBLE FIRST STEP

CHANGE IS POSSIBLE

QUICK START, SLOW SUCCUSION

TURMOIL AND FRUSTRATION

DOWN PRIORITY, AND AT THE «BOTTOM OF THE BASKET

CHANGE WILL NEVER HAPPEN

Glenn D Rolfsen MNGF
Konferenco sofinancirajo Ministrstvo za delo, družino, socialne zadeve in enake možnosti, Evropska unija iz Evropskega socialnega sklada in Ministrstvo za izobraževanje, znanost in šport.