



VODITELJ PRIHODNOSTI, DIRIGENT S POSLUHOM ZA VSAKOGAR

Mednarodna konferenca

 28. maj 2019

 Kongresni center Brdo



Javni štipendijski, razvojni,
invalidski in preživninski
sklad Republike Slovenije



EVROPSKA UNIJA
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ASI
Celovita podpora podjetjem
za aktivno staranje delovne sile



Zvezna ljudskih univerz Slovenije

Optius

Moja zaposlitev.



REPUBLIKA SLOVENIJA
MINISTRSTVO ZA DELO, DRUŽINO,
SOCIALNE ZADEVE IN ENAKE MOŽNOSTI



REPUBLIKA SLOVENIJA
MINISTRSTVO ZA IZOBRAŽEVANJE,
ZNANOST IN ŠPORT

HOW TO CHANGE AN UNHEALTHY WORKING
ENVIROMENT,
&
HOW TO GET THE ELDERS TO WORK LONGER

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.

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?



Zeigarnic efekten

WORKING LIFE QUALITY

Wich basic elements that determens our working life quality



- Personal life quality
- Relations to colleagues and leaders
- Sence of achievement (Mastering tasks)
- Experience of utility (feeling of Usefulness)

Badmouthing / Backbiting



Glenn D Rolfsen MNGF

Mednarodna konferenca - Voditelj prihodnosti, Brdo pri Kranju, 28. maj 2019

- DO YOU THINK BACKBITING HAS EVER HAPPENED AT YOUR WORKPLACE?

- IN ANCIENT GREECE..
- The trippel filter test
- T – G – U
- Woman
- Men

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

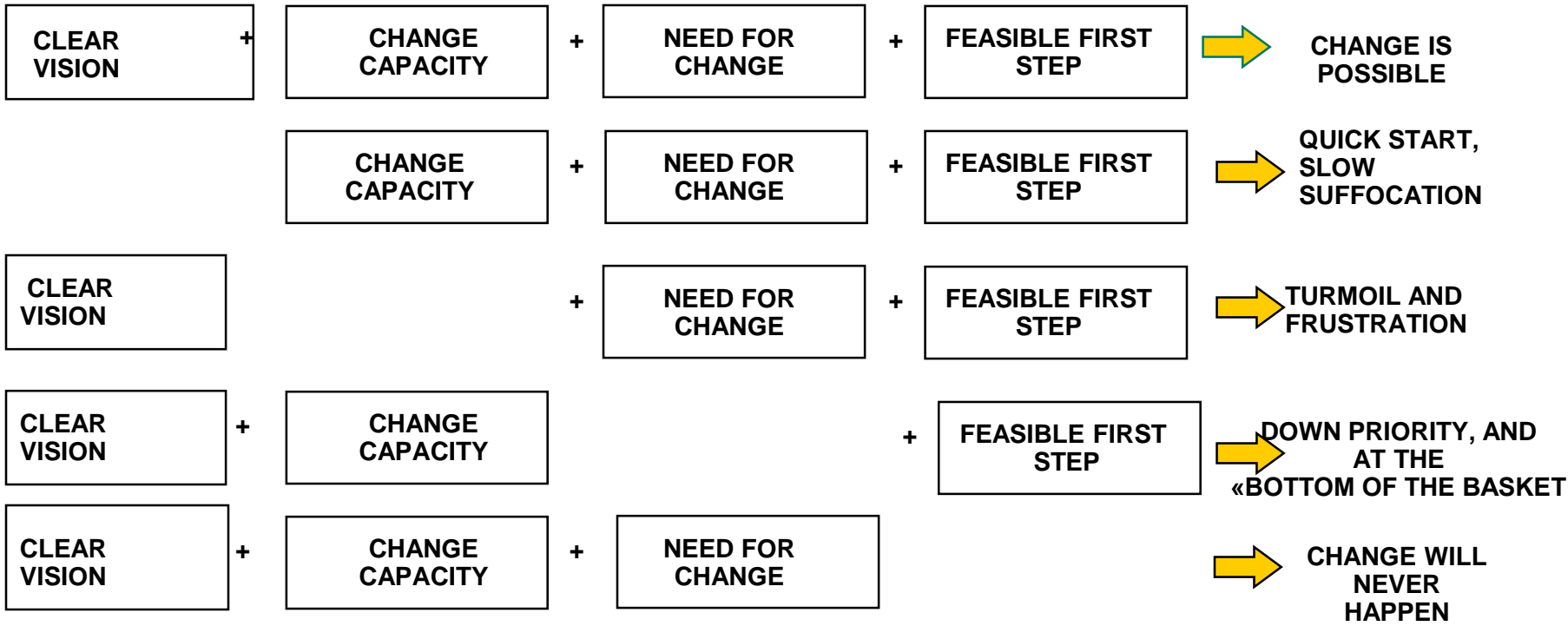
It works



Glenn D Rolfson MNGF



SOME CONDITIONS FOR CHANGE IN THE WORKFORCE





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**MINISTRSTVO ZA IZOBRAŽEVANJE,
ZNANOST IN ŠPORT**

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