



Develop a business relationship with your manager

Do you dare to pick up the gauntlet



Who am I?

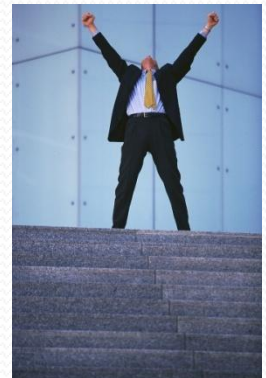
Wouter Goris

- Work and organisational psychologist
- Sport and exercise psychologist
- Former top sport athlete Fencing
- Founder of Ready2Improve

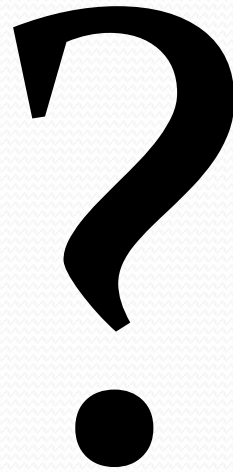


What does R2I do?

- We help people who want to live healthier lives
 - Exercise more and feel mentally fit
 - Behavioural change (eat healthy, quit smoking, deal with stress, sleep well)
 - Control your agenda, family problems, good parenting
- We help people perform
 - Leaders and managers
 - Athletes
 - Students
- We help organisations with their health policy

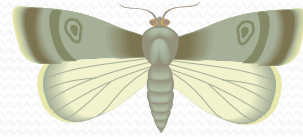


What are your expectations?



Overview

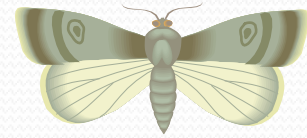
1. Change is all around
2. We need to adapt or ... we lose
3. How we do that
4. One more thing



S → **R**



Change



- The birchtree

« Study

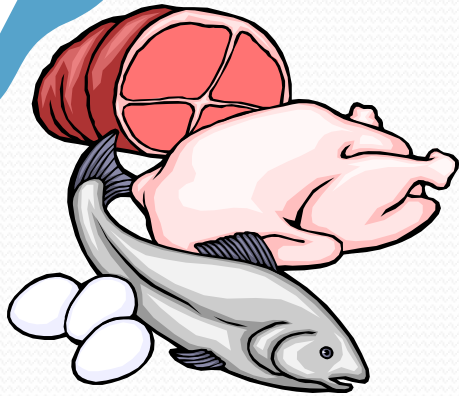
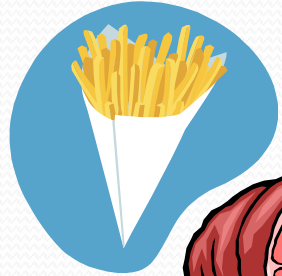
yril Clarke



Table: Percentages of black and gray pixels in the trees in the Manchester area in 1800 and 1985.

in the trees in the period of time.

Change in people?



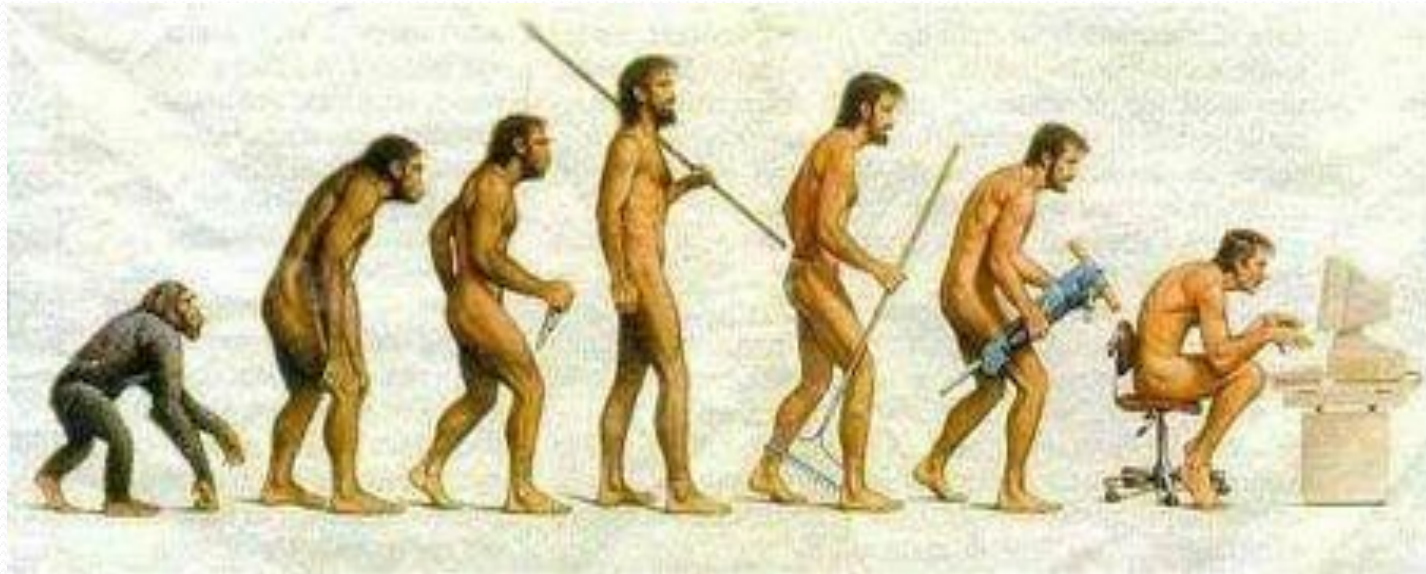
Ulf the caveman



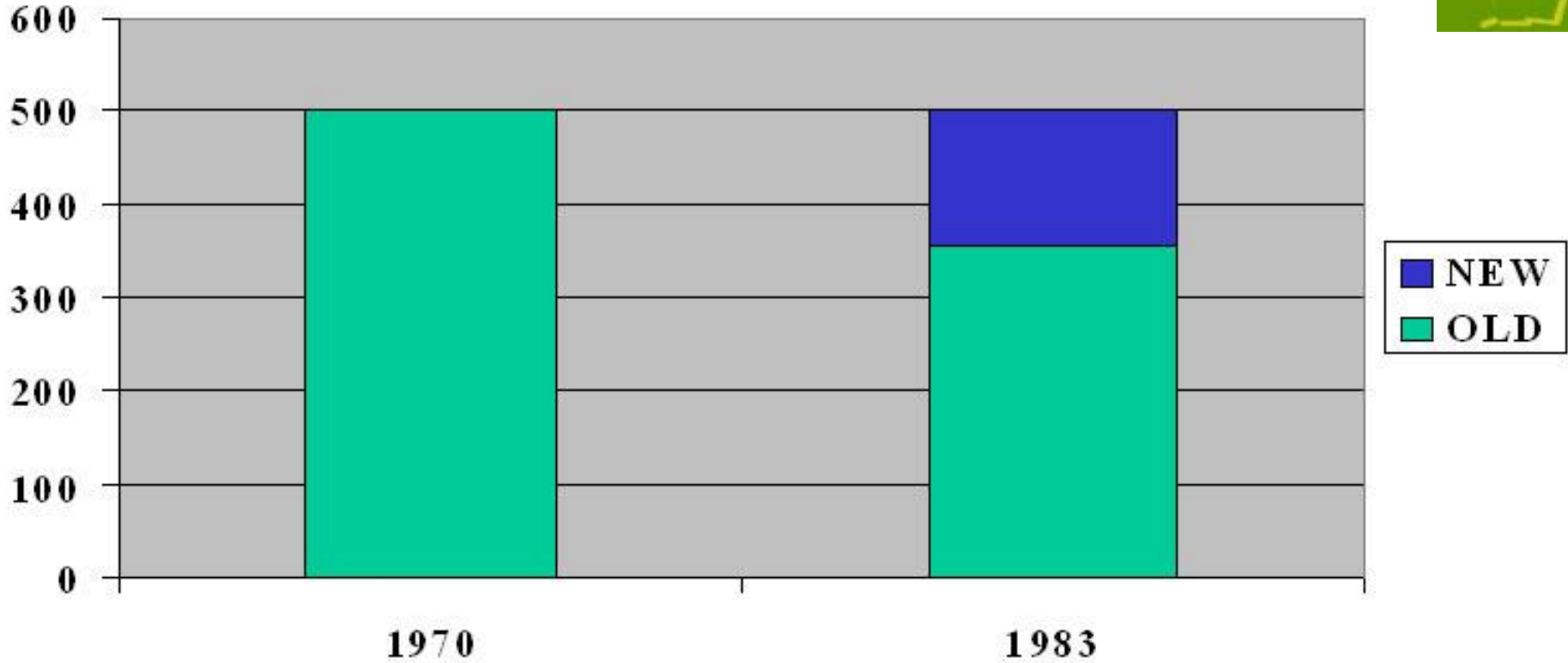
What happened?



Evolution

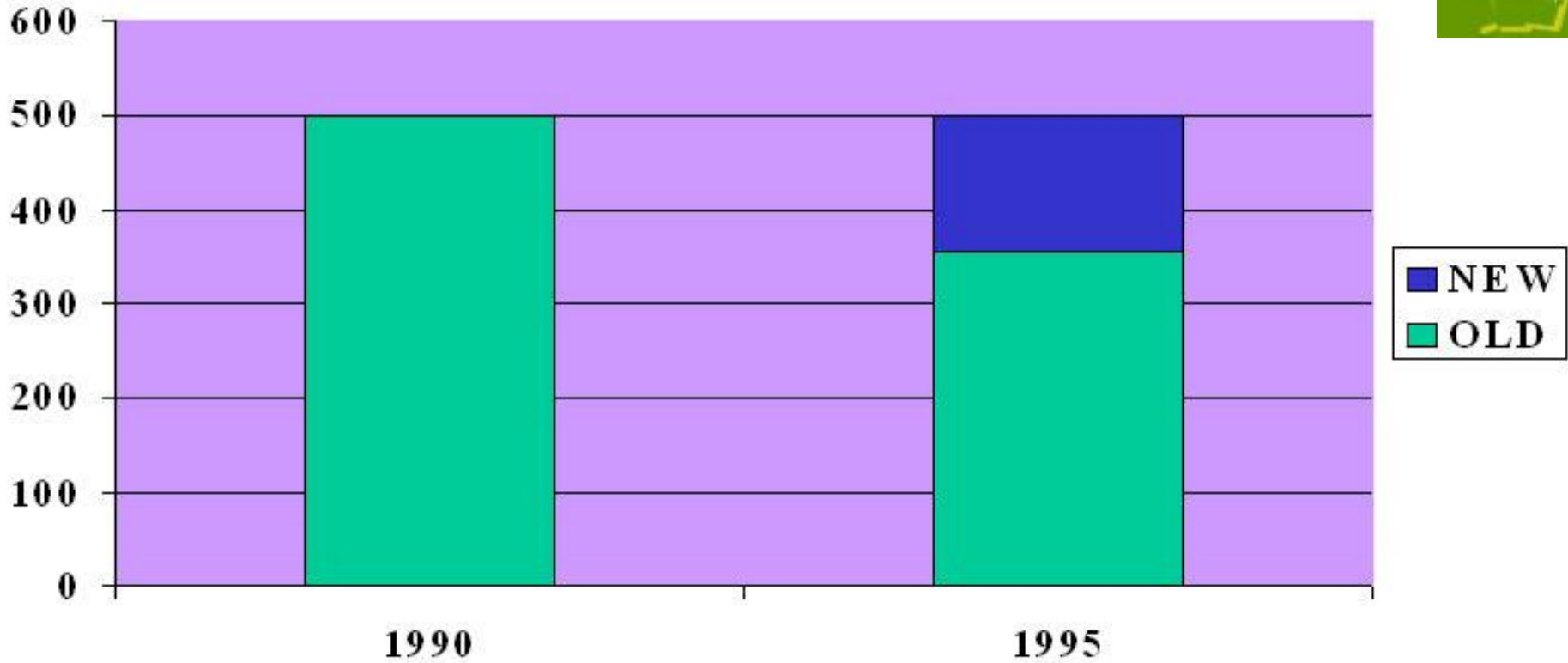


Change in organisations



Arie de Geus: « Study of the Fortune 500 »

Change in organisations



Tom Peeters: « Study of the Fortune 500 »

We need to adapt or ...



How do we adapt?

I 'm your constant companion. I'm your biggest help or your heaviest burden. I push you further or hinder you.

I am entirely at your disposal.

Half of the things you do, you might as well leave up to me because I do them quickly and well.

I'm easy to handle but you have to hold on to me. Let me see exactly how you want something done and after a few lessons I do it automatically.

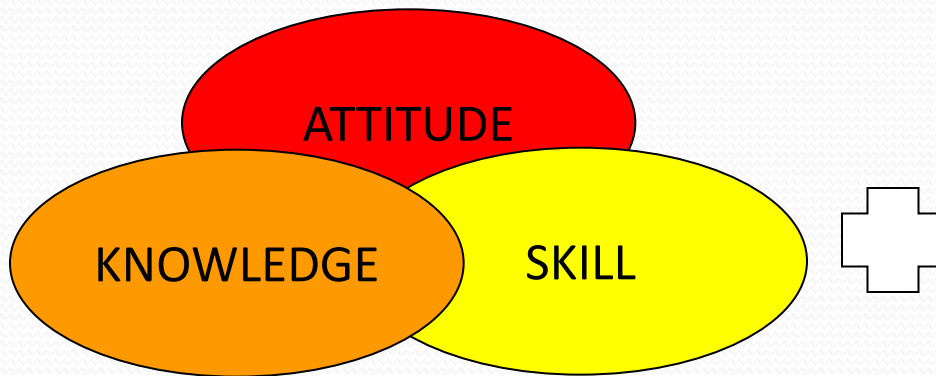
I am the servant of all great of the earth but unfortunately also of all those who failed.

I'm no machine but I work with precision combined with the intelligence of a man. You can use me for your profit but also for your loss, it makes no difference to me. Accept me, train me, hold on to me and I will put the world at your feet. If you don't pay attention to me you will never succeed.

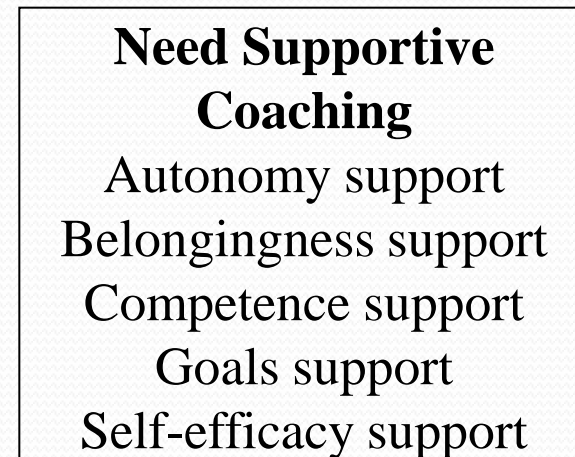
What am I?

How do we do this?

Habits



Coaching



- Discipline & training

The emotional bankaccount

- ✓ Without a connection you don't stand a chance
- ✓ You build a relationship

Deposit	Withdrawal
Courteous & Friendly	Uncourteous & Unfriendly
Keeping promises	Braking promises
Meet expectations	Not meeting expectations
Loyalty to people who are absent	Underhand, mean, treacherous
A sincere appology	Proud, arrogant

The Indian Talking Stick



Choose your point for Improvement

- Empatic listening
- Building and improving relationships
- Building trust
- Communicate better (in a motivating way)
- Being solution focussed
- Being assertive
- Being Patient
- Trying to be a change agent
- Asking and receiving feedback
- Improving my performance
- ...

Do you dare to pick up the gauntlet?

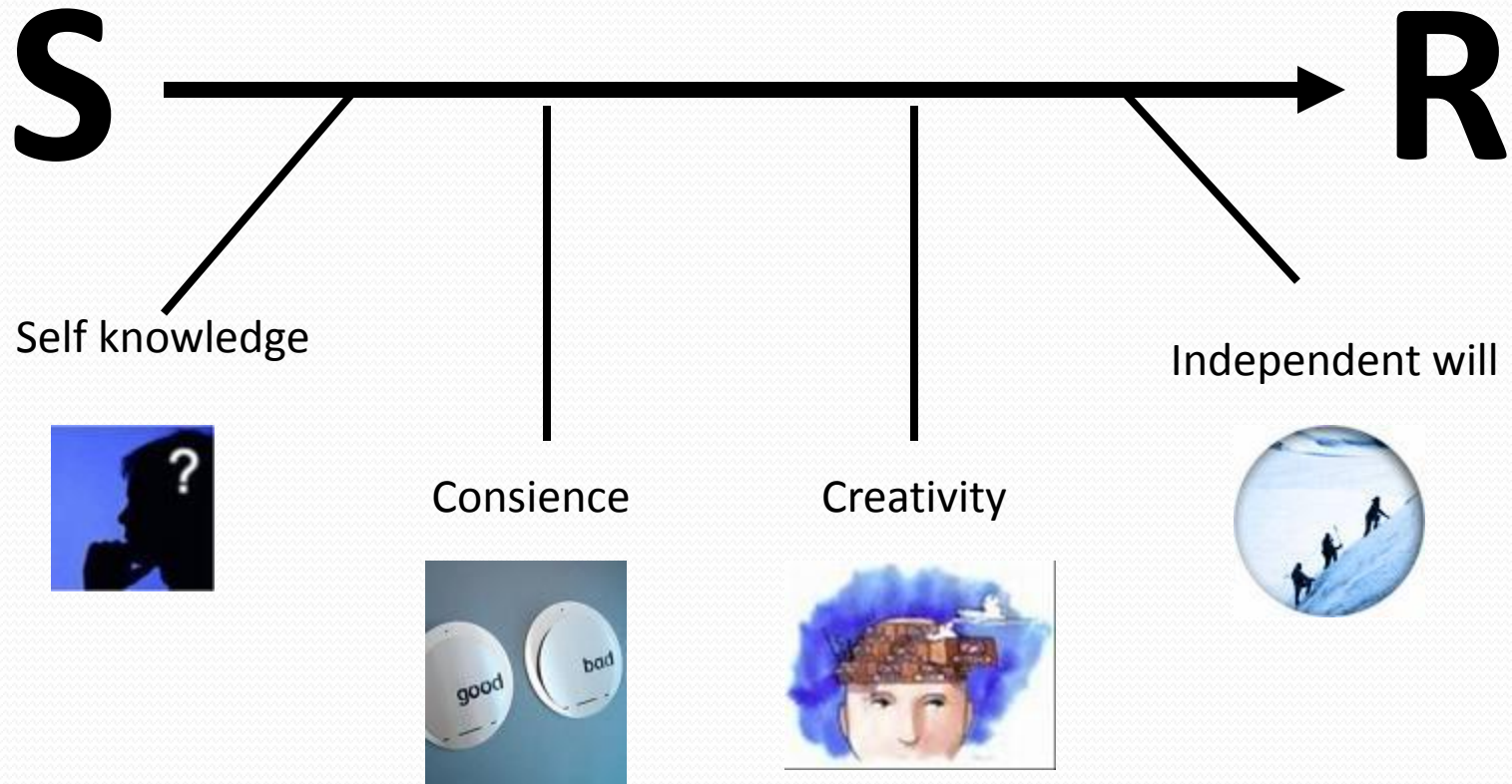
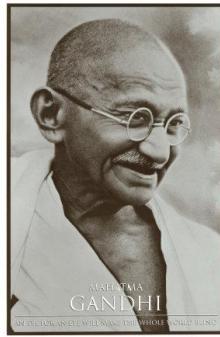


- Ongoing cycle of setting and achieving goals

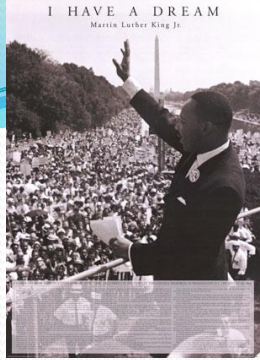
1. Measuring is knowing



2. Honesty lasts the longest



3. I have a dream



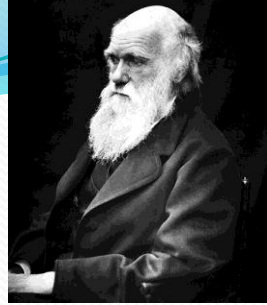
4. Give and you will receive



- There are thousands of things that fill up our time
- We have limited priorities
- (things that really matter)

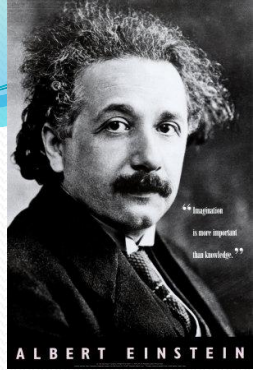
➡ Do these important things **FIRST**

5. Those who adapt will survive



- ..\..\..\..\filmpjes\frog.mp4

6. Imagination is more important than knowledge



- Look at people
 - The manager

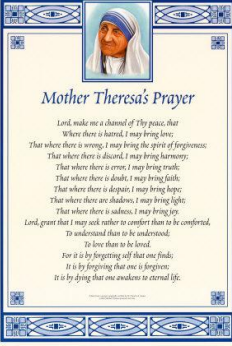


- The surgeon



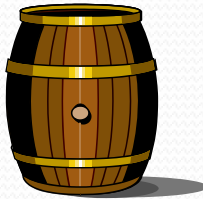
- The owner of the pub





7. Roll yourself to a new pattern

- Motivate yourself



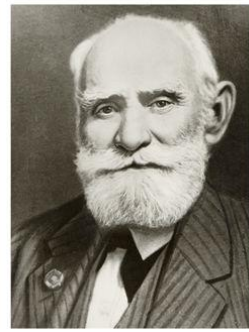
- Know yourself



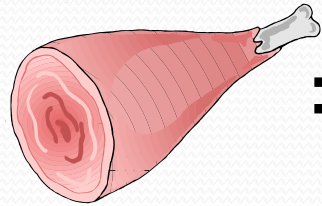
- Ask someone to be your coach



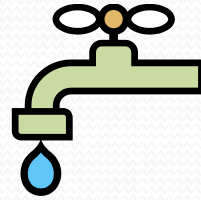
8. Habits are created by repetition



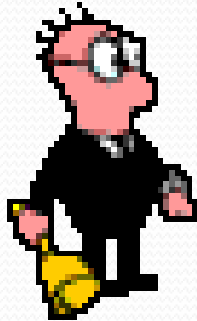
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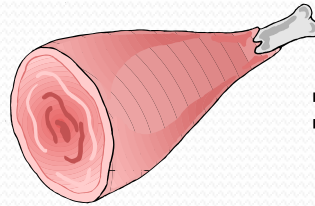
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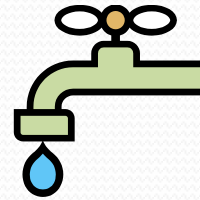
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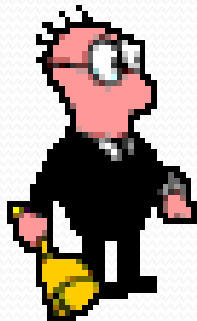
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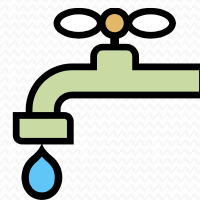
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9. Never give up



Churchill.mp4



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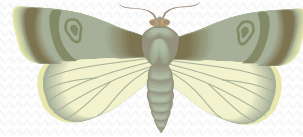


10. Live according to your vision

- [..\..\..\..\filmpjes\Eric Weihemayer 3.mp4](#)

Overview

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2. We need to adapt or ... lose
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S → **R**





The domino-effect

