

“Reaching and keeping very high levels of Employee Loyalty and Engagement at all times by leveraging Relational MetaCognition”

Overview

Olaf is an international science and application expert in Relational Metacognition and subjectively felt and objectively perceived Forward Movement within and of Masses.

Relational Metacognition is the domain of knowledge and practice of how people orient themselves in environments that are flawed in their eyes, and loyally and responsibly pro-act with others whom they are not fully familiar with. And how such thoughts and behaviors change when people get more fully informed and more loyally supported.

Olaf can be reached at <https://www.linkedin.com/in/olafhermans/> or info@olafhermans.com

Program *outline*

Part 1

brief introduction of Dr Hermans and the **field of Relational MetaCognition** (10 minutes)

Part 2

instant high employee loyalty and engagement (15 minutes)

- Formulating a Loyalty Proposition** from the high top of an organization (an interactive exercise with all webinar participants) (10 minutes)
- Backing a Loyalty Proposition by **Ongoing Relational Conversation Facilitation at Scale** (concept introduction) (5 minutes)

Part 3

Mass Relating (R) as a catalyst to enhance any program, business process, communication or change effort(25 minutes)

- enhancing personal development and performance** programs (use case of Mass Relational Facilitation at an employee centric financial services agency) (5 minutes)
- enhancing business processes and communication** (use case of Relationship Engineering at the national business survey processes of the National Bank of Belgium) (10 minutes)
- enhancing innovation and change efforts** (A use case and business case of how a failed transformation with 130 cleaners of a hospital was salvaged by Mass Relational Facilitation) (10 minutes)

Part 4

conclusions (10 minutes)

- Q&A** (5 minutes)
- Planning a possible future** together (5 minutes)