

Employer dialogue Evaluation dialogue Salary dialogue

**-
how to create genuine dialogues**

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Genuine dialogues

Introduction
Asymetric conflicts
Organisations today
Transparent society
Trust
Employer and Employee
Communication and Relation
Some advice

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Introduction

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Employer dialogue

In the spring
Future oriented
Defines
- worktask
- responsibilities
- personal development
Balance in life

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ONCE A YEAR

Evaluation dialogue

In the fall
Basis for salary adjustments
Follows up
- performance
- conditions for performance
- personal development

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ONCE A YEAR

Salary dialogue

ONCE A YEAR

In the fall

The salary adjustment is decided

- one dialog if there is agreement
- second dialog if negotiation is needed

Known span

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Employer-, Evaluation-, Salary-dialogues

Systematized dialogues

- Regulate inherent conflicts
- Maintain justice
- Managers responsibility

Mandatory truth

...since the eighties anyway

Not a complete single solution...

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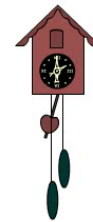
Employer-, Evaluation-, Salary-dialogues

Rethorical question...

What if the managar
stays in her/his office,
and only comes out
for mandatory dialogues?

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Limited leader role...



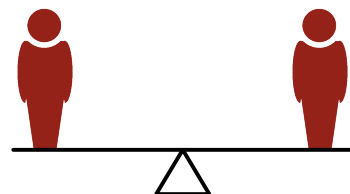
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Asymetric conflicts

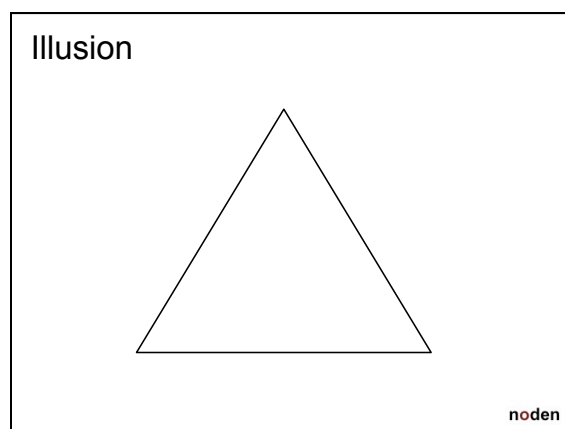
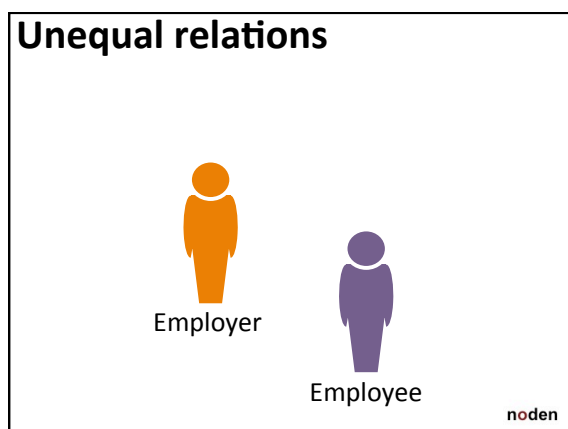
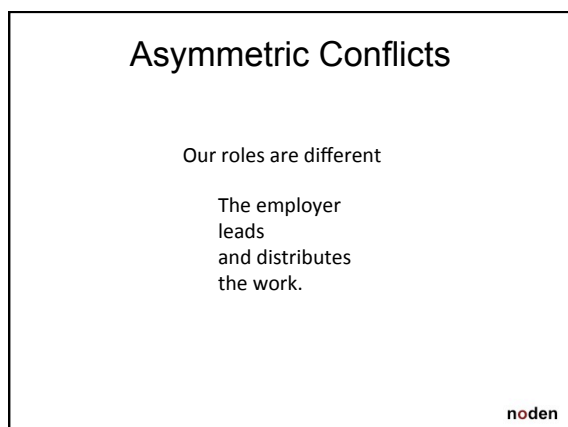
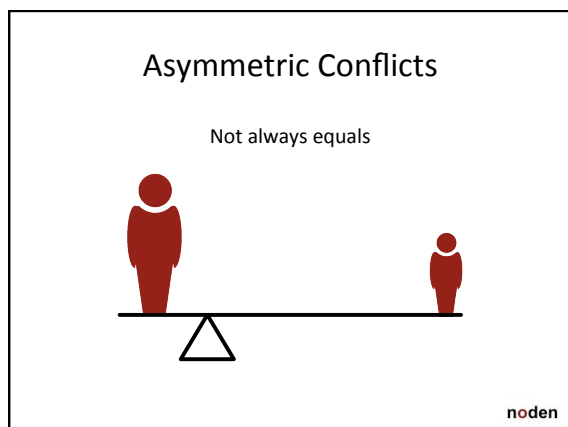
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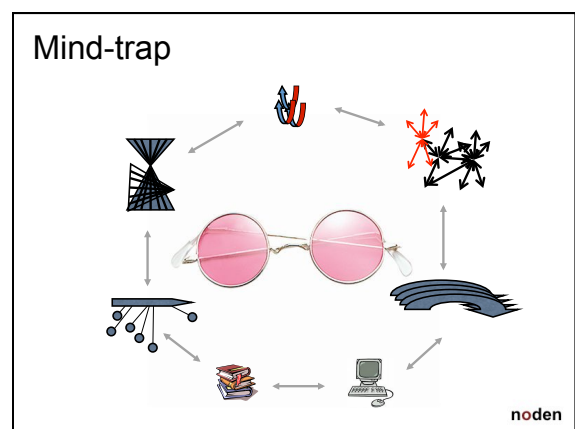
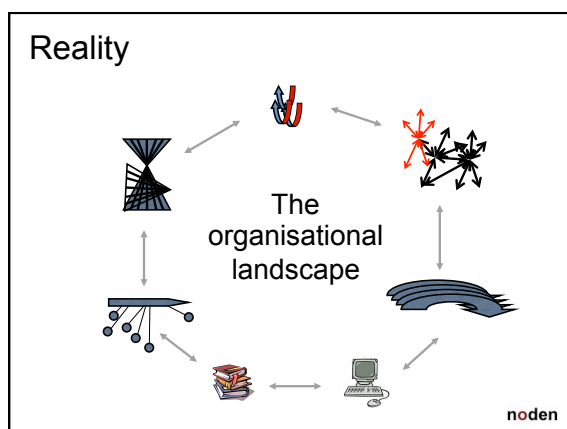
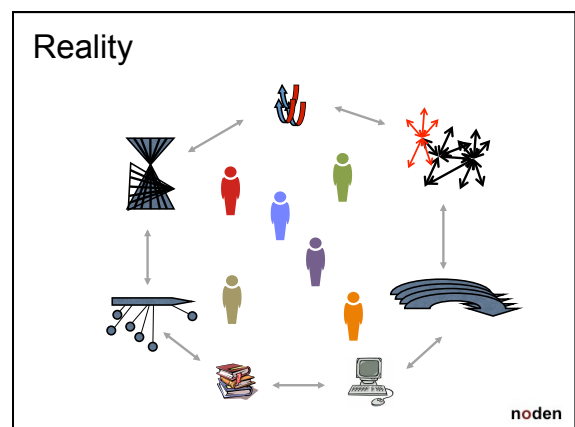
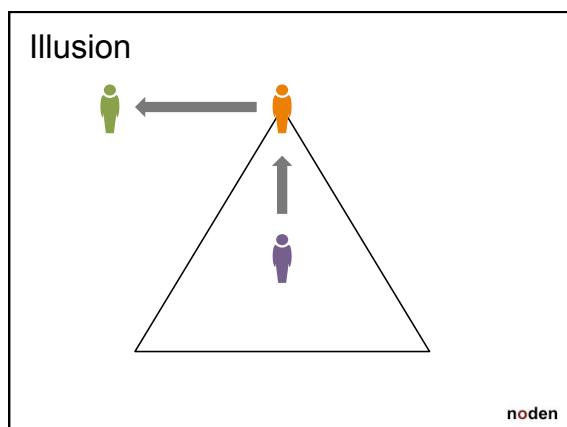
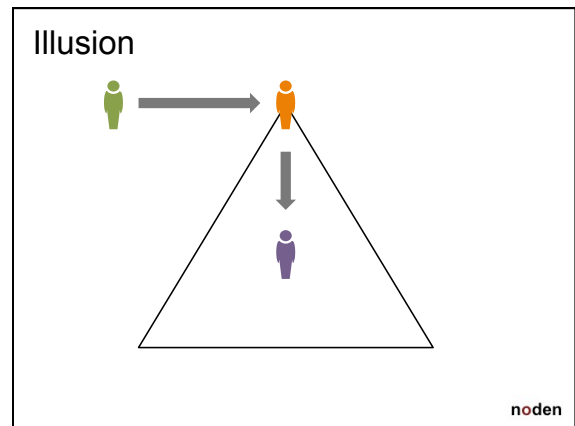
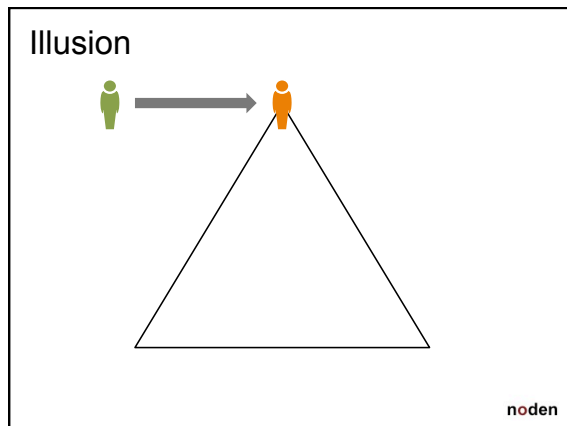
Conflict

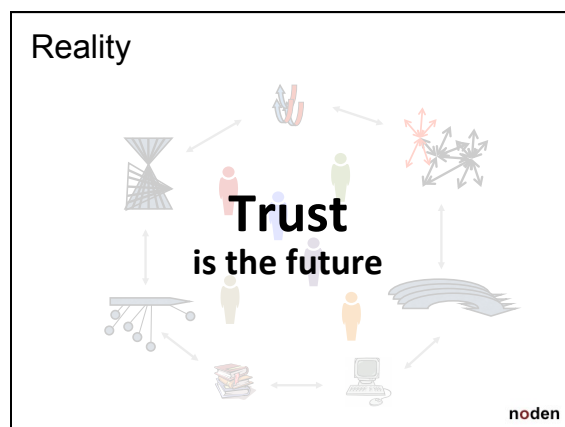
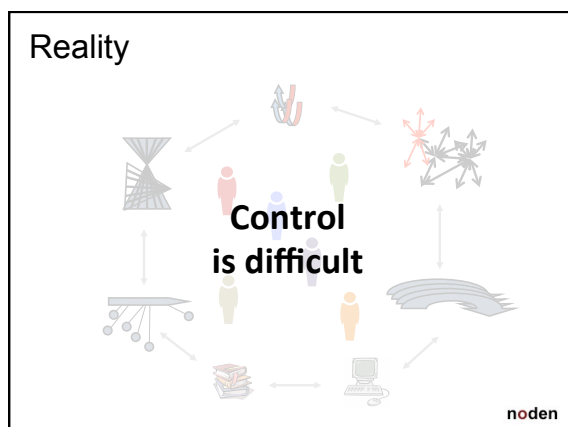
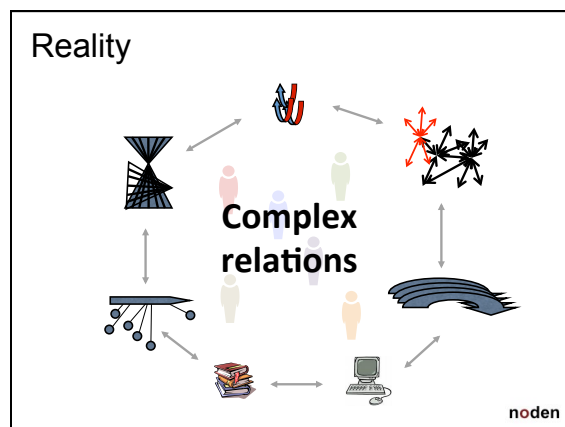
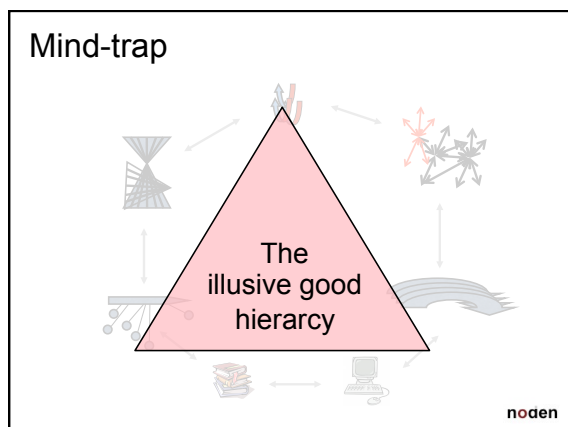
Assume equality



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Transparent society

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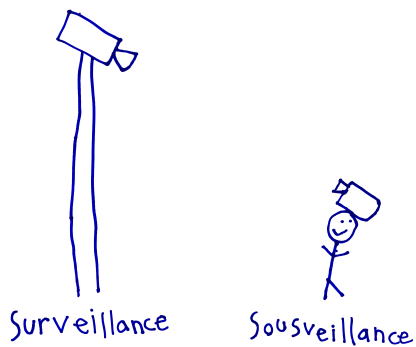
Social transparency
Erosion of privacy
Low-cost surveillance,
communication and databases
Core privacy will be preserved
Rights AND Ability see when abused
Freedom is the basis of privacy

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It is good for society if the powers of
Surveillance
(from above)

is shared with the citizens, allowing
Sousveillance
(from under)

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Social media
"Uppdrag granskning"
Wikileaks

Google glass...

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Record conversations
where you personally are present
is not illegal in Sweden

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Trust

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Trust

can't be created
it can only be given

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Trustworthiness
can be achieved
and is the basis of trust

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Trust

Trustworthiness 
obvious connection in english

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Tillit

Trovärdighet 
ett vidare begrepp på svenska

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Work dialogues

Rethorical question...

What happens
with the trustworthiness,
if you can't trust that
what is said
stays in the room?

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Work dialogues

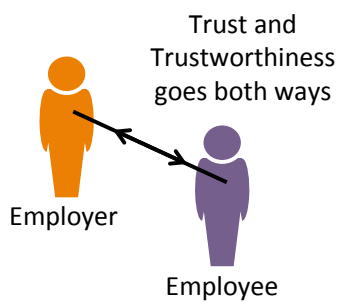
Good ethics, **that you live by**,
are the basis of trust.

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Employer and Employee

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Unequal relations



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Manager

Implicit power
Comes with the role
Not personal
Based on legality

Leader

Entrusted power
Comes with relations
Personal
Based on legitimacy

Employer

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Employed

Implicit limits of power
Comes with the role
Not personal
Based on legality

Workmate

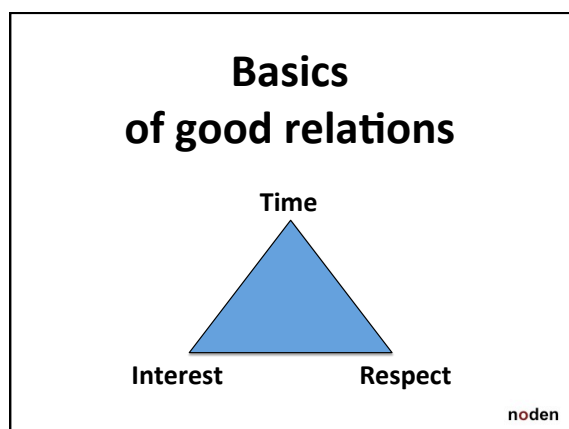
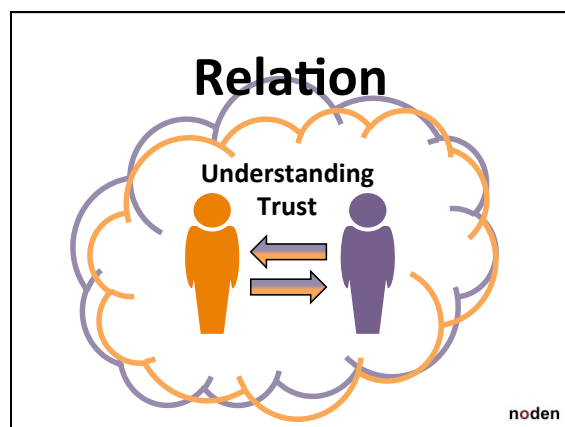
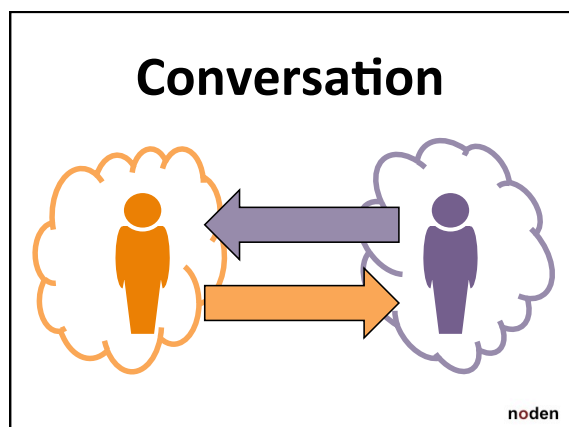
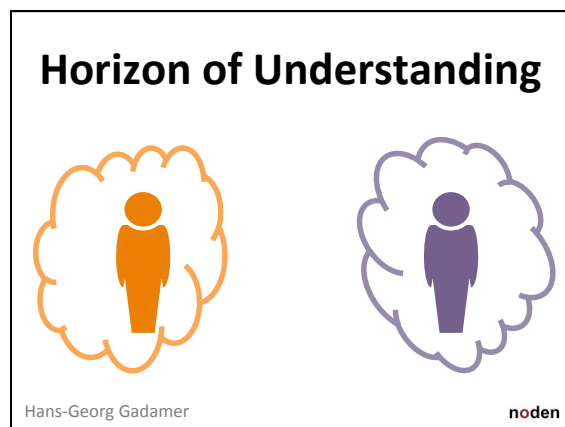
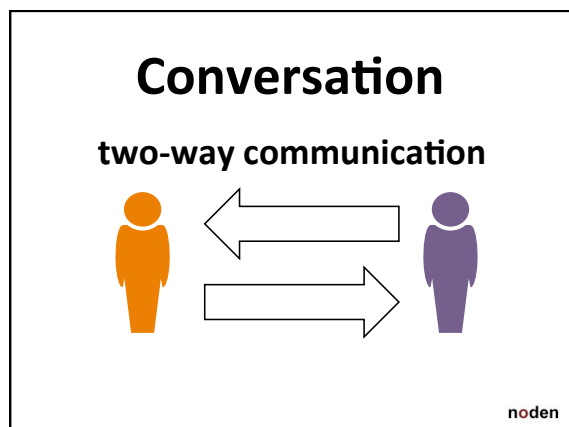
Relations
Legitimacy is given
Rights
Union for support
Educate your boss



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Communication and Relation

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Work dialogues are important, but...
more arenas are needed for talks
Mutual responsibility
Take your responsibility

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In complex organisations
meetings tend to be many...
Use your meetings!
You are there – don't complain
Use the meetings constructively

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Help your bosses!
"You get the boss you deserve..."
What if also bosses are humans...

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Leaders – open up for criticism
How can I be a better leader for you?

Employees – use the opportunity
Help them to be good leaders!

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Practice genuine dialogs in everyday life
How can I be a better listener
How can I use Time, Interest and
Respect to create better relations

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Dare to have difficult conversations
It is not dangerous

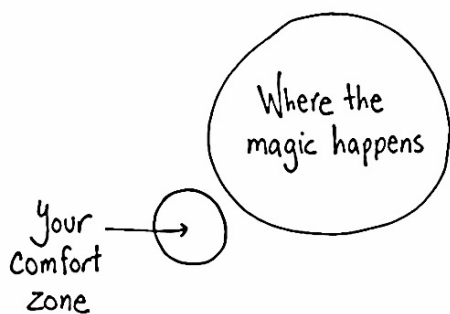
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Find someone to talk to
about private difficult things
It gives you good practice
And it is good for you

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Reflection...
How can I be a trustworthy person?
at work
at home

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Hälsningar och tack!
Lycka till med samtalen!

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