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Belfius Vibes

Let your identity shine!

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Ik ben...
een ex-consultant,
facilitator,
learning journey creator
& **avonturier**



4 jaren consultant
+11 jaren facilitator
+1,5 jaren @Belfius
9000 Gent
2 katten



Ik ben...
een leiderschapstraject,
voor nieuwe medewerkers,
interactief
& **een verbindend avontuur**

2^e onboarding

3 maand na start

1 leiderschapsmodel

Belfius
Vibes

Belfius Vibes



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1. WAAROM?



April 2024



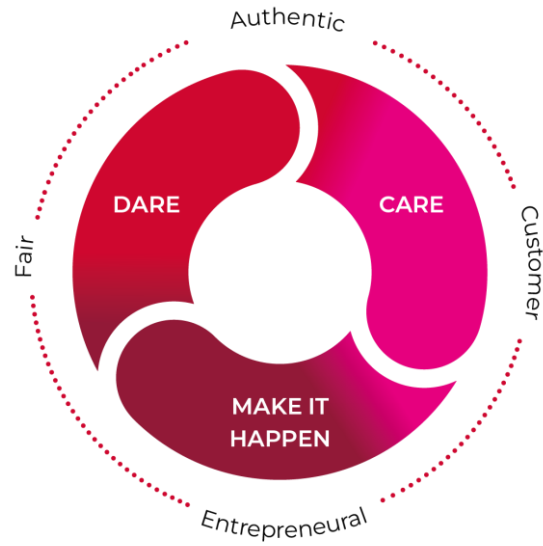
September 2024





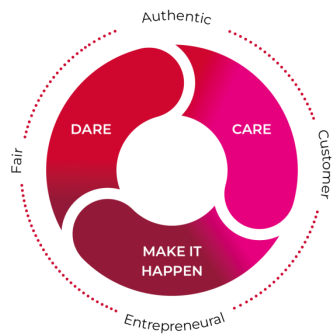
April 2024





April 2024





April 2024



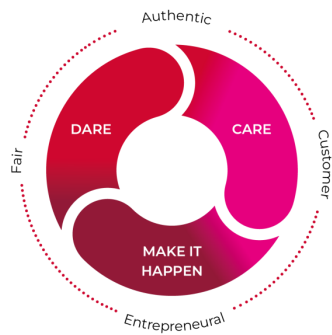
December 2025



Culture activation at scale

>200





April 2024



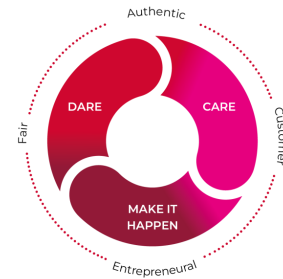
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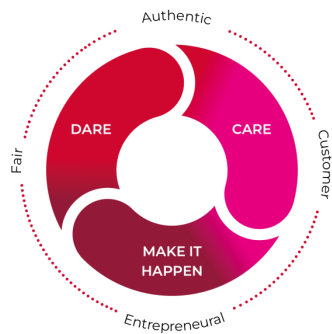


Culture activation at scale



Our Leadership model





April 2024



September 2024



December 2025



Culture activation at scale

Belfius Vibes: Embedding culture in onboarding





TIJD NEMEN

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2. HOE?

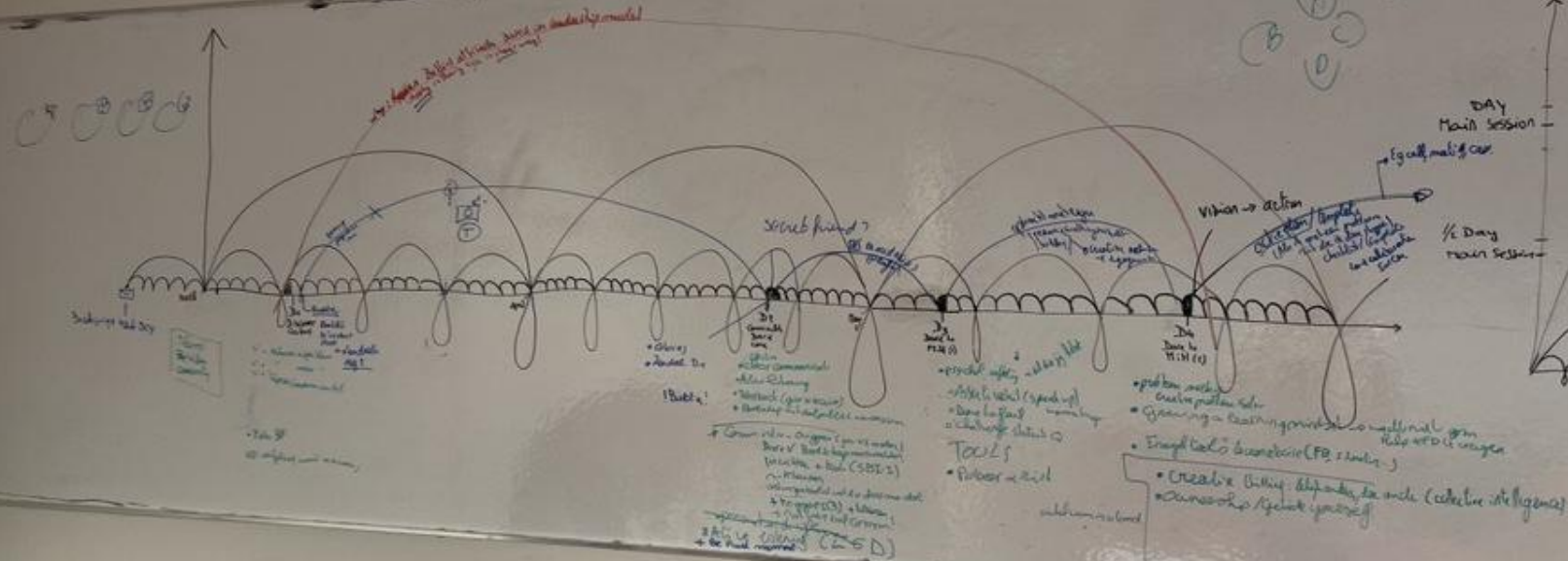




TRANSPARATNIE MET VORIGE SAMENWERKING



D₁: Discover



CO-CREATIE

Belfius
vibes

=



75%
✓



YOUR FEEDBACK
FOR THIS DAY



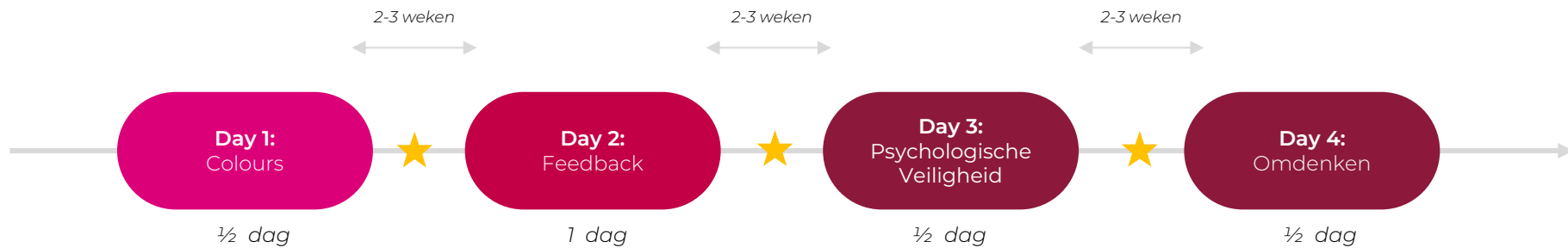
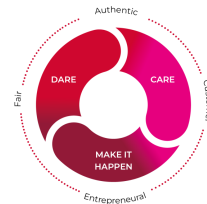
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3. BELFIUS VIBES MECHANICS

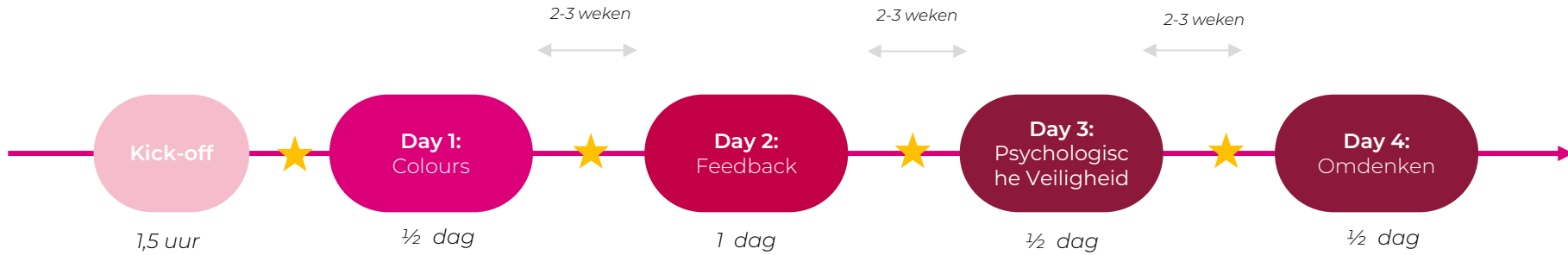
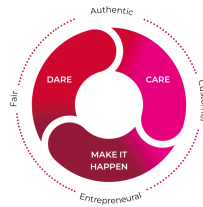


3 MAANDEN



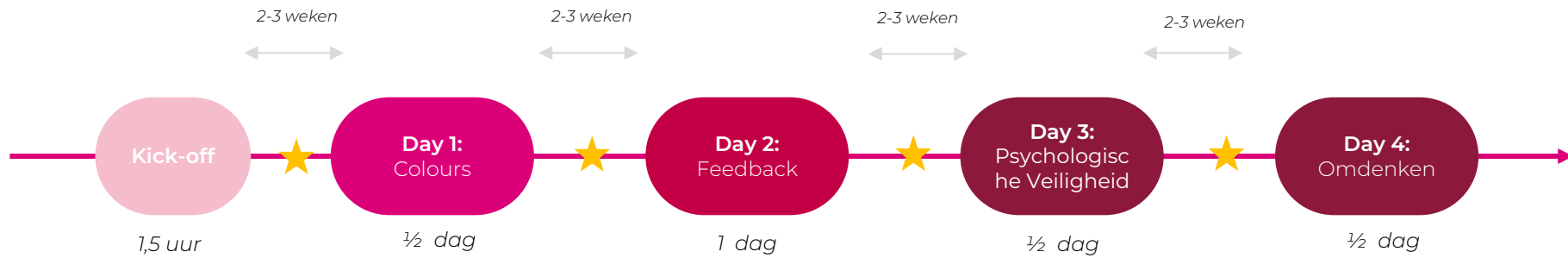
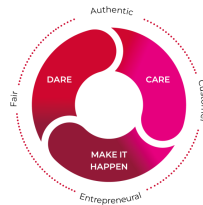


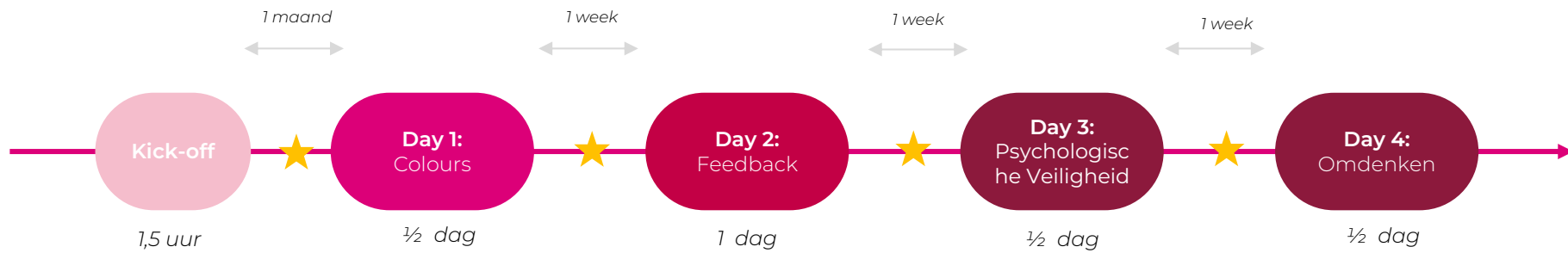
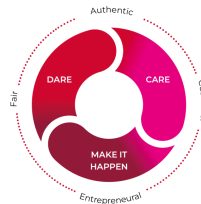






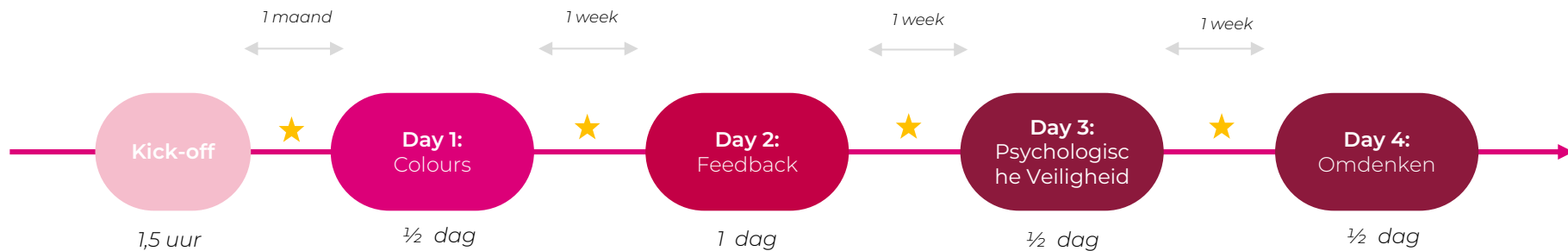
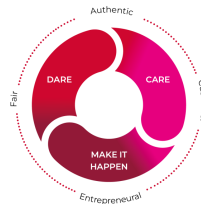






MINDER TIJD TUSSEN





✓ MINDER TUSSENTIJDSE OPDRACHTEN



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4. ONZE DESIGN KEUZES



LAUNCH



CO-CREATIE



CO-FACILITATIE



GEDRAGEN



FEEDBACK



LAUNCH



Piloot



Itereren



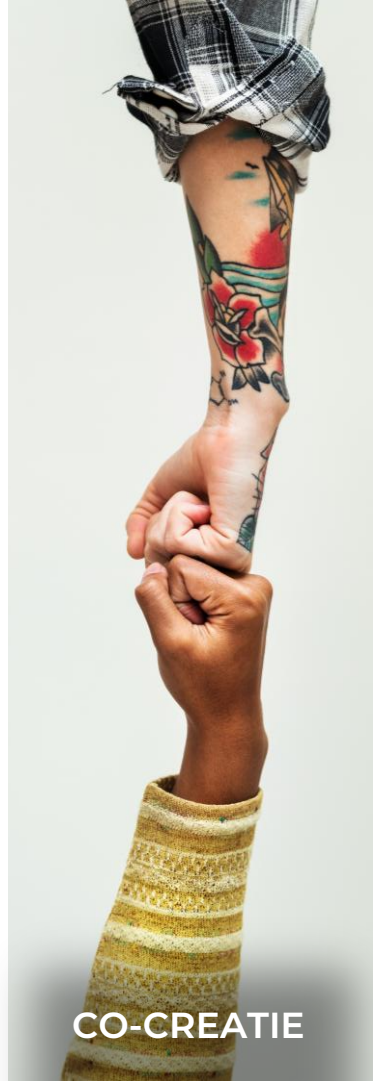
Go-live





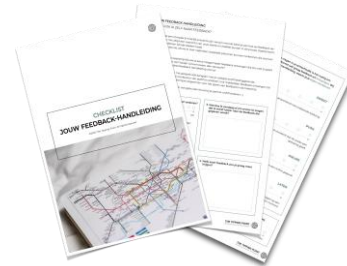
CO-FACILITATIE

- Eerste samenwerking niet geslaagd
- Lessons Learned open naar tweede samenwerking
- Cultuur vraagt voor co-create



CO-CREATIE

- Heel manager community ingelicht
- Manager in CC
- Teams Channel per groep
- Buddy systeem
- Opdrachten met manager & collega's → ripple effect



GEDRAGEN



FEEDBACK

- Feedback – elke dag
- Wekelijkse aanpassingen
- Per kwartaal - redesign
- Tijdens kick off – managing expectations





FEEDBACK



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Questions?

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Merci

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Bedankt!

Belfius