



The ORMIT GREENHOUSE @ De Proeverijen



BERT BLEYEN
Head of Talent
Development



KOEN DE BOODT
Account Director



AN DE BONDT
Head of Traineeships

Oefening met serre-producten

Reflectie

Hoe heb je deze oefening ervaren?

Wat voelde je, wat dacht je?

Wat hielp in het leerproces?

Wat maakte het moeilijker?



ORMIT's 4D's in training:

kennis **delen**, **durven** spelen met werkvormen, **doen** en reflecteren, en **doorvertalen**



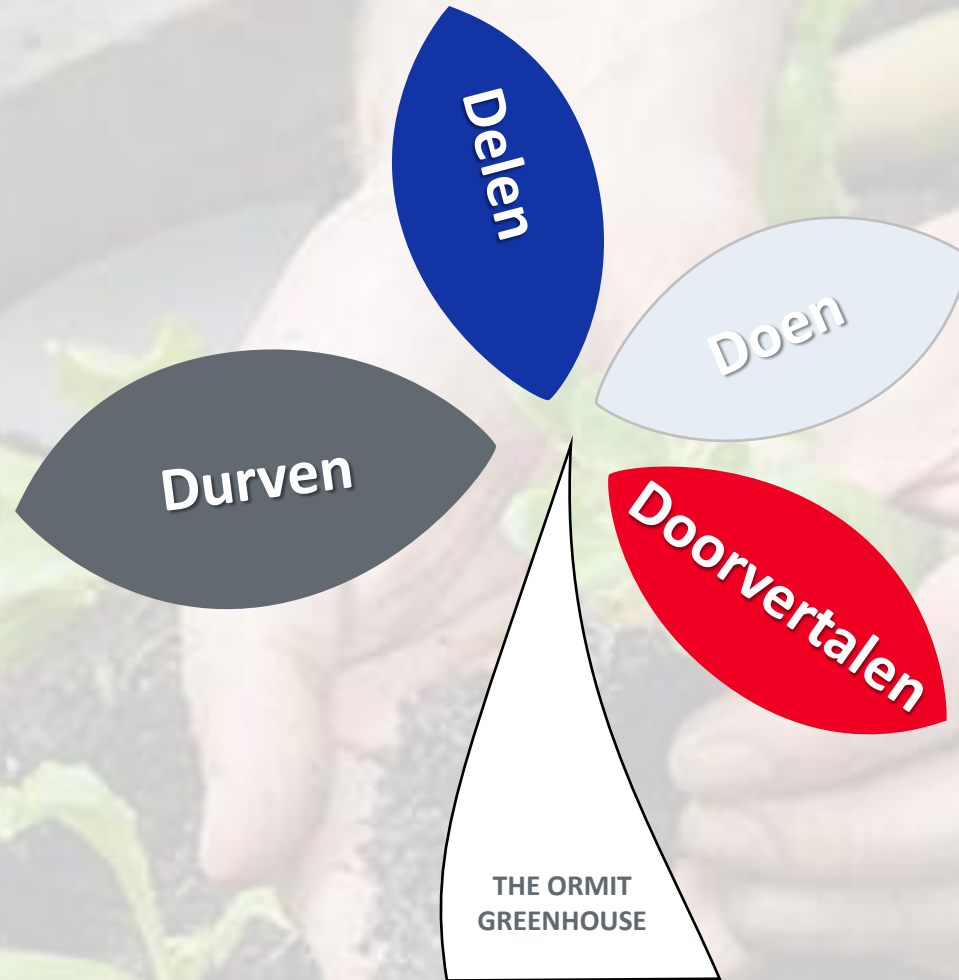
DELEN

- Delen = **kennis x2**
- Laat deelnemers ook **elkaar inspireren** en eigen ervaringen delen
- Maak gebruik van **blended learning**
- **KISS**
- Laat **werkvormen** bijdragen aan je leerdoelen
- Laat deelnemers **ownership** nemen over hun eigen ontwikkeling



DURVEN

- Als trainer ben je ook een '**work in progress**'
- Gebruik verschillende **interactievormen** en durf daarbij te verrassen
- Maak het leren **plezierig**
- Gebruik 'learning **moments of need**'
- Combineer verschillende (originele) **aandachtstechnieken**



DOEN

- Zorg voor **individuele en gezamenlijke** ervaringsoefeningen
- Sluit aan bij **verschillende leerstijlen** (Kolb)
- Daag uit in **comfort en effort zone**: care to dare
- Besteed aandacht aan **psychologische veiligheid**, zodat uitproberen en falen kan en mag in de groep



DOORVERTALEN

- Zorg dat je deelnemers het **nut van het geleerde** voor zichzelf kunnen benoemen
- Ga voor **korte én lange termijn impact**, door het geleerde te integreren in het dagdagelijkse
- Bespreek het creëren van een **leercontext**
- **Meet** en evalueer je leerinterventies



Introducing the **ORMIT** Greenhouse



Bedankt voor je bijdrage

Vergeet je zaadbommetje niet!



ORMIT

GREENHOUSE

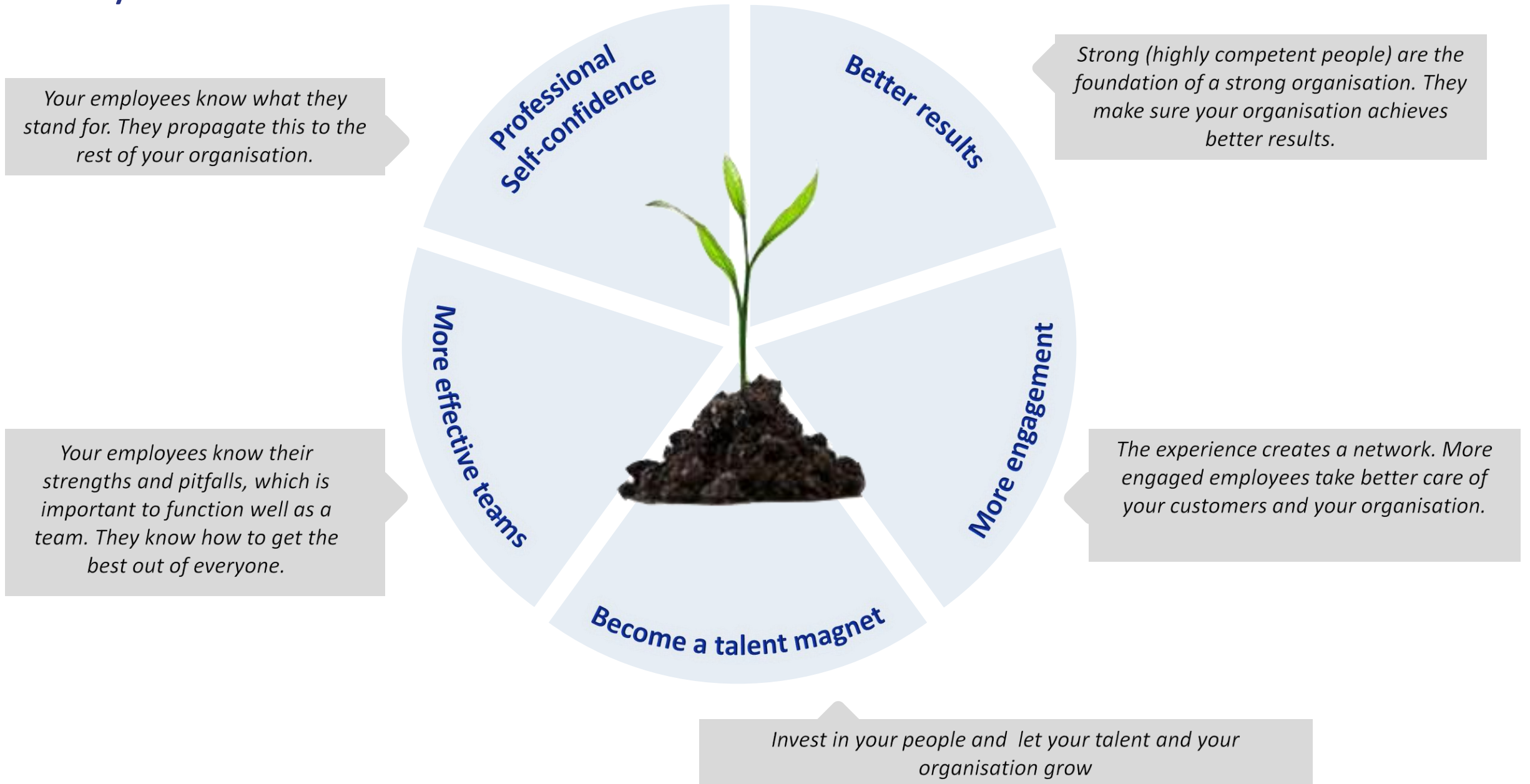
Your ORMIT development center

The ORMIT greenhouse is a place for growing

A secure base to return to, with others to trust. Because growing can be tough, at times. It takes a bit of nudging, lots of curiosity, even more earnest feedback and all the Braveheart you can muster.

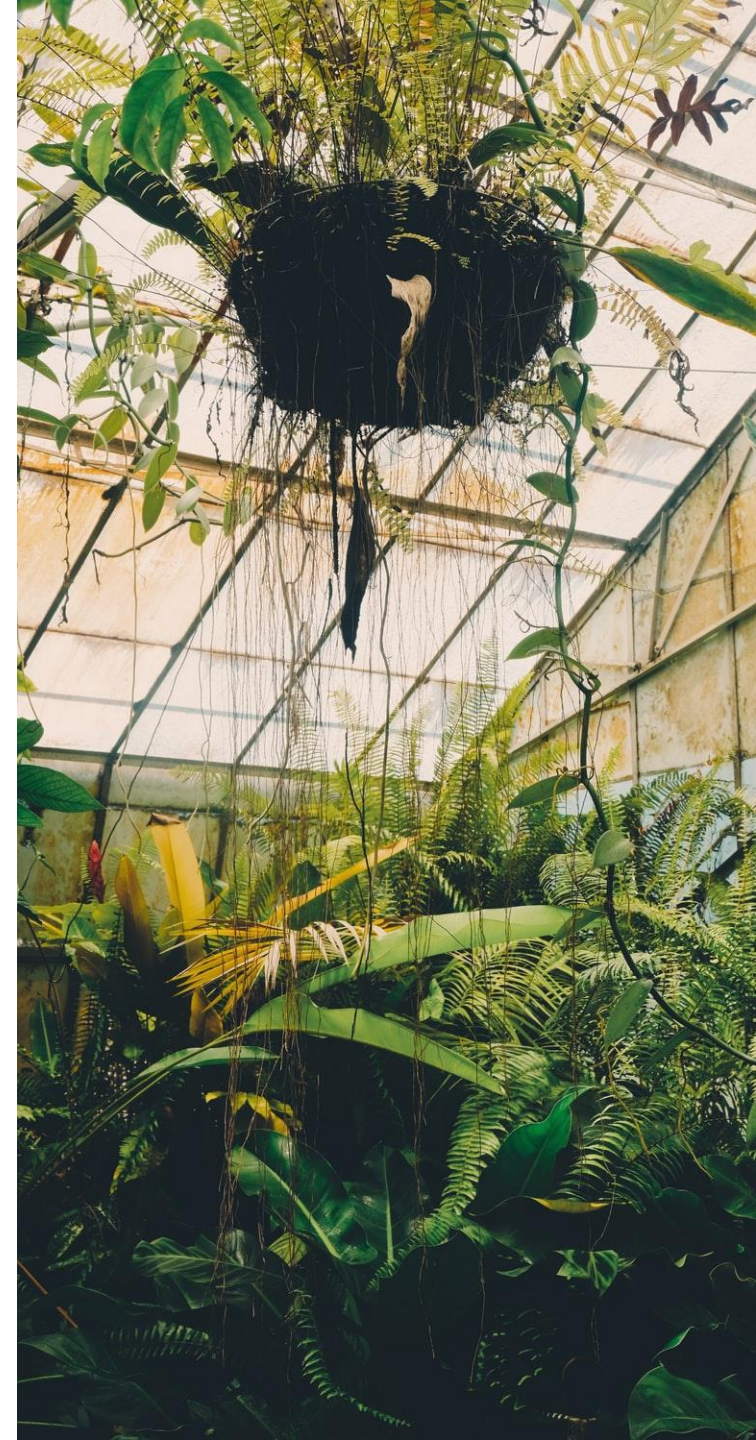


Why the ORMIT Greenhouse?



Do you recognize this?

- **More autonomy and independence is required from your employees**
- Taking ownership becomes more important
- Being pro-active / taking initiatives
- Team cohesion



Track 1: Be the director of your own career and life

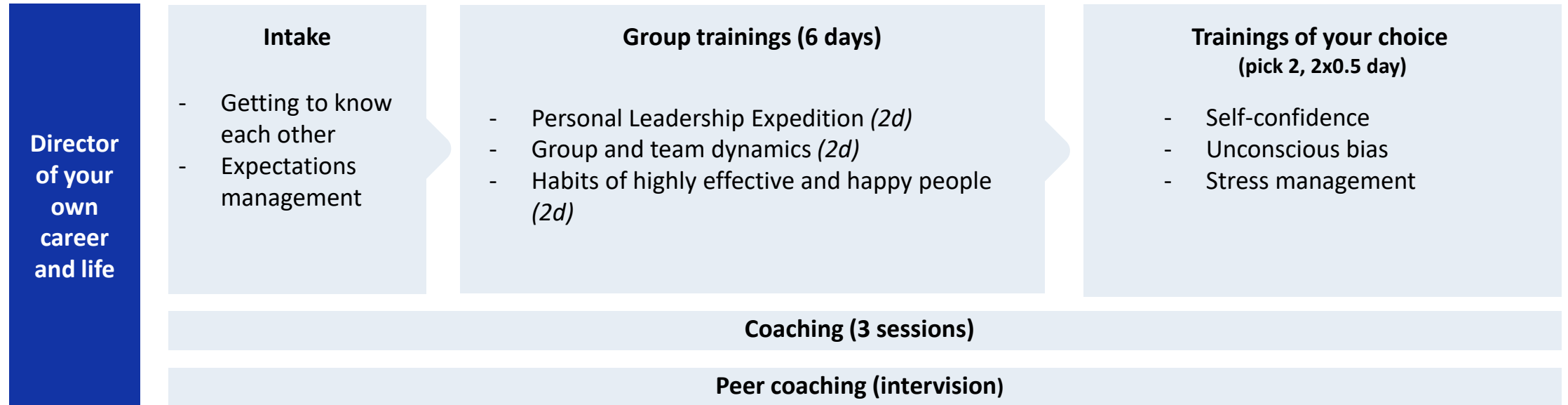
Who are you? What are your goals?

*How do you take ownership of your own
career and life?*

*How do you set goals for yourself, your
team and your organisation and how
efficient and effective are you to obtain
those goals?*



Track 1: Be the director of your own career and life



Track 1: Be the director of your own career and life



1/ PERSONAL LEADERSHIP EXPEDITION

No matter how capable you are as a person, you will not have lasting success unless you are able to effectively lead yourself, influence, engage, and collaborate with others—and continuously improve and renew your capabilities.

- The focus of this training is on improving self-awareness.
- At the end of these two days, you are aware of your strengths and pitfalls and its impact on others. You will be ready to take responsibility for your own development.
- Based on the MBTI/Insights methodology

2/ GROUP AND TEAM DYNAMICS

If you want to go fast, go alone. If you want to go far, go together. Today's teams are different from the teams of the past. At the same time, there are also some universal 'laws' and development phases that count for each group.

- Collaborate more effectively with others by building high-trust relationships
- How to positively influence your team process
- This training is based on the theory of Lencioni

3/ HABITS OF HIGHLY EFFECTIVE AND HAPPY PEOPLE

A fortunate and successful life is not a coincidence. Successful people, in business as in private life, have something in common: they know who they are, they have a clear vision on what they want, and they have the ability to get things done. In this training, these three elements are profoundly and personally discussed.

- Define clear measures of success and create a plan to achieve them for both life and work. You have a clear sense of direction by a proper congruent mission statement
- Prioritize and achieve the most important goals instead of reacting to urgencies.
- What does research teach us about happiness? How can we apply this into our lives?

Track 1: Be the director of your own career and life

COACHING



Our vision on coaching: *“Enhancing personal effectiveness in a professional environment based on a relation of equivalence by helping to gain insights, by helping to discover the best in oneself and by stimulating to act upon the insight”*

PEER COACHING



Intervision is actually a “peer coaching” activity with a clear focus on learning. The basis of an intervention is the exchange between colleagues who have a professional context or challenge in common. It stimulates a learning culture that can be upheld and embedded in the organization as it is an opportunity to use each other’s vision, experience and ideas. The participants are actually building a “learning squad” with a diversity of people and experiences as a source for innovation, creating a helping environment and a sense of belonging and solidarity

The coaching sessions with my coach were a big eye-opener (it still is today). Those sessions were the base on which I have built up my self-confidence. The individual coaching sessions with the same coach were clearly the magic ingredient in my personal development.



Martin Laruelle
ORMIT alumnus

Track 1: Be the director of your career & life

My biggest learning moment at ORMIT is to embrace my introversion and see the advantages of it instead of feeling inferior by measuring myself with extraverted people around me. I learned to build in selfcare by planning some me-time every week to make sure I charge my batteries on time. Even though I knew this already deep inside me, without the push of my coach it would never have worked out.

- Sien Depuydt

The most important thing I have learned is to never stop challenging yourself. Use your strengths and learnings, keep questioning your pitfalls and failures, and always take a deeper look to decrypt your emotions, thoughts and the why behind it.

- Amélie Liégois

Although the journey itself was the biggest learning ever, the outdoor was definitely the first and biggest experience. It was the first time to look in the mirror and to discover how others see me. It made me think about my behaviour, my strengths, my pitfalls, ...

- Lies De Waele



Track 2: The future proof people manager

How do you know your co-workers? What energizes them? What guidance do they need to obtain their goals, growth and self-satisfaction?

What is your personal leadership style and what's the effect on others?



Track 2: The future proof people manager



Track 2: The future proof people manager

1/ PERSONAL LEADERSHIP EXPEDITION

No matter how capable a person you are, you will not have sustained a lasting success unless you are able to effectively lead yourself, influence, engage, and collaborate with others—and continuously improve and renew your capabilities.

- You revisit the insights you obtained in the first track regarding - your strengths and pitfalls and your professional and personal goals
- What is the impact for you as a leader?
- How can the team gain from their complementarity and how will you stimulate this?

3/ COMMUNICATION MARATHON (live and offline)

Effective communication is crucial as a manager. Whether it is about inspiring others to work towards a (common) goal, about setting expectations, about team conflicts, evaluations... your communication and the example you set, have an important impact on the success of the team.

- What are for you 'difficult conversations' and how do you deal with them?
- What are the different levels of communication and how do you address them?
- Practice on your own real-life examples with a professional actor
- This training consists of a 1-day 'live' training and an offline individual training upfront.



2/ SITUATIONAL LEADERSHIP

'There is nothing more unequal than the equal treatment of unequal people.' (Thomas Jefferson)

You don't need to be a manager to be faced with different leadership styles. Situational leadership suggests that there is no such thing as the 'best' leadership style. On the contrary: the most effective leaders are those who easily adapt their leadership style to the situation and their team's level of development.

- You will recognize different maturity levels in your team and act upon them
- You will realize what is needed to get the best out of every individual.
- You will discover different management styles for supporting and/or directing team members.

Track 2: The future proof people manager



4/ COACHING SKILLS

As a leader, you can help your team members to grow to their full potential through coaching. This requires a relationship of trust, vulnerability & courage from both sides. The rewards in personal development and effectiveness makes it more than worthwhile.

During this training you will learn:

- How to help your team member to acknowledge their strengths and pitfalls and to use this knowledge to the fullest
- The basics of coaching: how can I enhance personal effectiveness by helping others to gain insights (into their convictions, values, norms), to discover the best in one selves and stimulate them to act upon this insight.

5/ THE PEOPLE MANAGER DURING AND AFTER COVID19

There is no doubt that COVID19 has a huge impact on the organization and the individual. While homework is encouraged, employees need to find their way in a professional world where their manager and colleagues are more out of reach.

This asks for autonomy, resilience, initiative, organization and connection. It is both an opportunity and a threat.

- How do you deal with this new way of working as a manager?
- What competences will be crucial for the future and how will you stimulate/develop them in your team?
- How do you keep in touch with your team, their (involvement/loyalty/connection) to the company, their ambitions and aspirations ?

Track 2: The future proof people manager

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More information on The ORMIT Greenhouse? Visit our [website](#) or contact us directly



KOEN DE BOODT

Business Development
koen.de.boodt@ormit.be
0473 56 42 92



BERT BLEYEN

Head of Talent
Development //
Gardener



AN DE BONDT

Head of Traineeships //
Gardener

