

SAMMEN

OM ENDRING

Dialogue Tool for Leaders, Shop stewards and employees – digital change



Utviklet av



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• Why did we make this tool?

Norwegian work life is about Dialogue and trust

The Norwegian Model has been in development for over 120 years; it helps create predictability, dialogue and trust in the workplace, giving us the tools necessary to deal with differences of opinion and conflicts of interest before they escalate into major conflicts.

The possibility for employees to influence their working conditions, and a work life characterized by equality and trust are also part of this tradition. This situation allows employees' knowledge and skills to be used positively, which in turn creates employee motivation and job satisfaction.

**Empowerment of employees is simply quality leadership in 2020
– with Agile Leadership as the new buzzword!**

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**We didn't
know the
scope of
change that
would hit us...**

- Social dialogue and empowerment of employees will help get the necessary data to the forefront – it is often the employees that know the company's «untold» secrets...
- Use the collective competence to perform the best change management
- The more trust is built up – the more possibility for agile processes

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What does the tool do for you?

- It helps structure your social dialogue so it takes into account the most common challenges you need to face – and find solution too according to both Norwegian Law (for example Data Privacy rights), the legal regulations in the Working Act and Collective Agreements
- A Print Out option leaves you with a hard copy of your dialogue process and can be used for further information to employees and leadership structures
- The Tool connects you to an e-learning portal about digitization and digitalisation
- The Tool connects you to a National Centre for Competence building in Work Life offering funding for developing the workers basic skills and other useful recourses to do with training and education

How to use it

1. Go to www.sammenomendring.no
2. See the instruction video – it is simple to use
2. Click start and register with your e-mails

You are ready to start!

It is
simple!

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Klikkbar
oversikt over
faser

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Meny

Meny

1 AVKLARING

- Avklaring
- Endringens bestiller
- Målet med endringen
- Mulige konsekvenser

1

Det første vi skal gjøre er å fokusere på hvem som har bedt om endringen dere skal gjennom, og definere hva slags endring det er. Å tydeliggjøre hvem, hva og hvor legger grunnlaget for en god arbeidsprosess.

2 BESLUTNING

- Omstillingsprosess
- Forarbeid
- Påvirkning

Avklaring

Alle endringsprosesser er forskjellige, digitale eller ei! Den første oppgaven er å bli enige om, -og å sette ord på hva slags endringer som skal gjennomføres i nettopp deres bedrift.

3 IVERKSETTING

- Klargjøring
- Gjennomføring
- Læring

Trenger dere mer informasjon om digitalisering? Hvis ja – hvor skal dere skaffe dette?

Lås svar

Svar her

Åpne og
lås svar

Jeg vet hvor dere
kan lære. Les
mer!

4 EVALUERING

Skriv her for å søke

Skrivefelt



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