



Kaj uspešni vodje danes delajo drugače?

mag. Edita Krajnović, Mediade





Photographer: Zero Creatives/Cultura RF via Getty Images

People Start Hating Their Jobs at Age 35

The shiny newness of life in the workforce begins to wear off.

By **Chris Stokel-Walker**

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Jean Prince was 50 when she started working for a U.K. tech company near Cambridge as a technical author, writing software documentation. "I felt extremely lucky," she said.

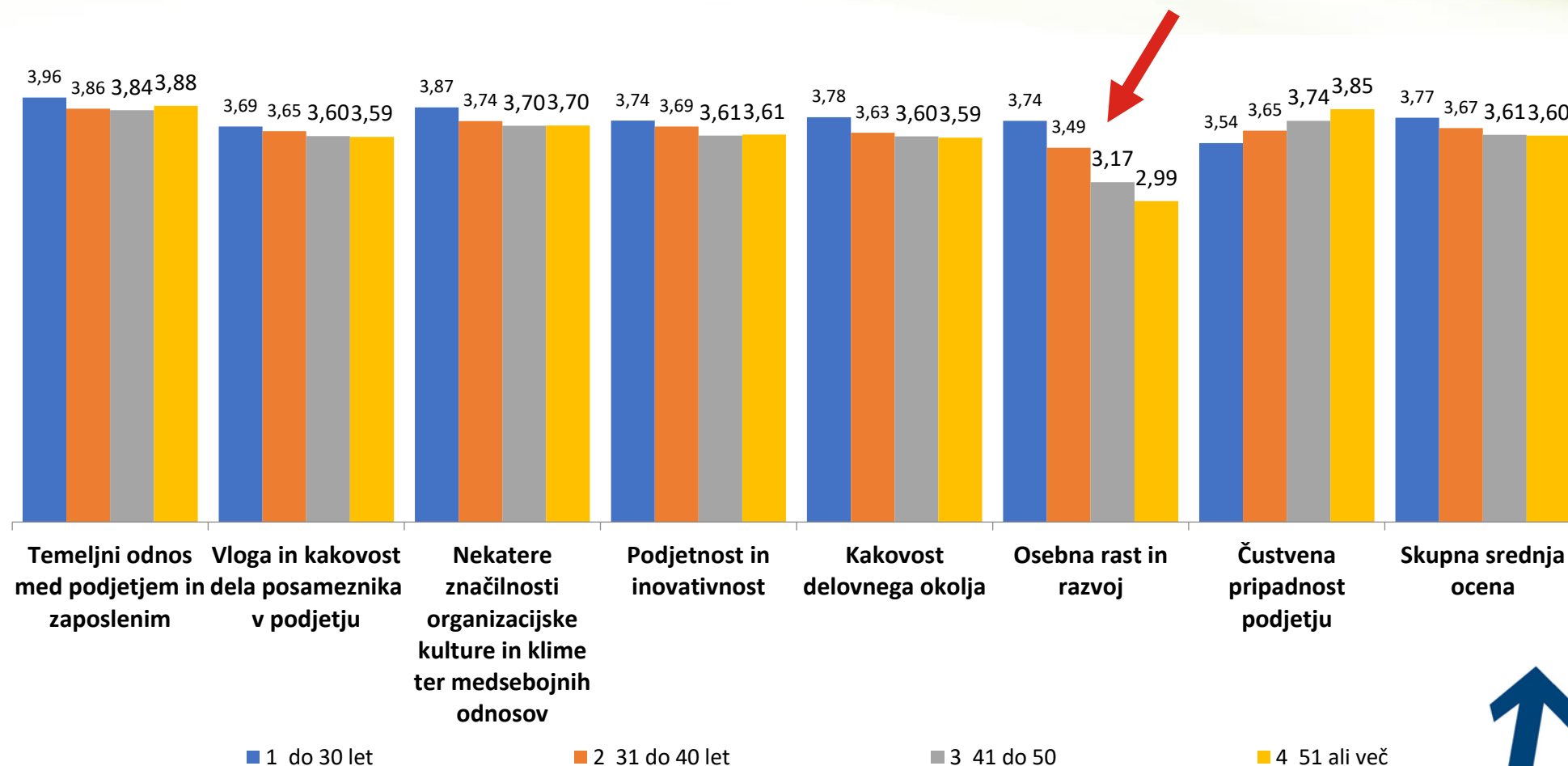
But she wasn't happy.

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Prelomna točka: 41 let!



J Vse se začne pri meni. In delo se nikoli ne konča.

V Vodja ni več nadrejeni. Vodenje je postalo podpora.

K Razmišljamo, govorimo in delujemo drugače.





Smo prva družba v civilizaciji, ko se moramo starejši učiti od mlajših.

Dr. Jože Ramovš, antropolog, Konferenca o razvoju kadrov 2016. Foto: Zavod 404

Prevrat veščin

in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity



Source: Future of Jobs Report, World Economic Forum



Ljudje se v resnici ne spreminjamo tako veliko.
Ne izgublajte časa, da dajete noter tisto,
kar je ostalo zunaj.

Poskusite zbuditi tisto,
kar je ostalo notri.
To je dovolj težko samo po sebi.

Buckingham in Coffman: First, Break All the Rules, 1999

Novi vodja:
trenira, spodbuja, navdušuje.



Delavec. Katera žival vam pride na misel?

- a) lev,
- b) čebela,
- c) gazela,
- d) slon,
- e) mravlja?



A photograph of Tom Peters, an older man with white hair and glasses, wearing a dark suit, light blue shirt, and a red tie. He is gesturing with his right hand while speaking. The background is dark and out of focus, showing some blurred lights and shapes.

“Novi zaposlenimi moramo postati neodvisni pogodbeniki, vsaj v glavi. Razviti se moramo v prave poslovneže, novega sebe: inovativnega, samozadostnega podjetnika, ki si upa prevzemati tveganje.”

Tom Peters, Talent, 2005



A woman with long brown hair and glasses is smiling in the background. She is holding a small green printed circuit board (PCB) in her right hand, which has several thin white wires attached to it. The PCB also has a small black component at the top. The background is blurred, showing what appears to be a workshop or laboratory setting.

Naša naloga je, da jim sijejo oči.

A close-up photograph of three hands holding large, frothy beer mugs. The mugs are filled with golden beer topped with thick white foam. The hands are positioned around the mugs, suggesting a toast or a shared drink. The background is softly blurred, focusing attention on the beer and the hands. A semi-transparent text box is overlaid in the center of the image.

“Ko naredimo napako, gremo na pivo.
Nazdravimo, da nam je spodletelo, se
pogovorimo zakaj in te napake potem več
ne ponavljamo.”



Pojdite se učít ven.

CAN YOU  ESCAPE?