



SPAN KRACHT



Gezondere teams, duurzamer werk

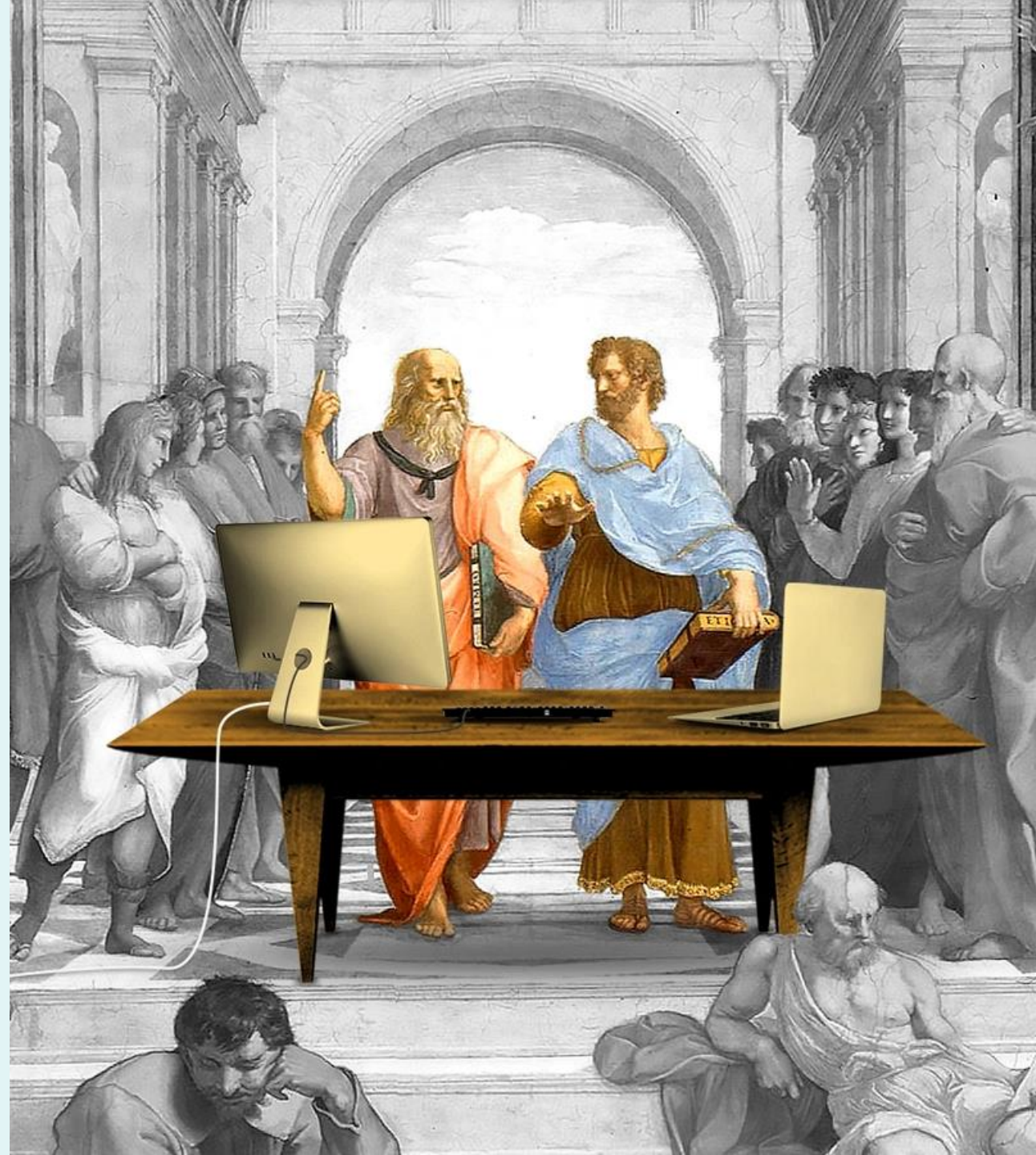
SDG Trefdag - 08.10.2021

Bruno Vanneste

co-founder JiGSO

co-owner Beanmachine

docent Ehsal Management School




Er was eens...





BEANMACHINE

De vonk... onze vriend Carlo (Giardinet ).



Business for the Good




Prof. Katrin Muff





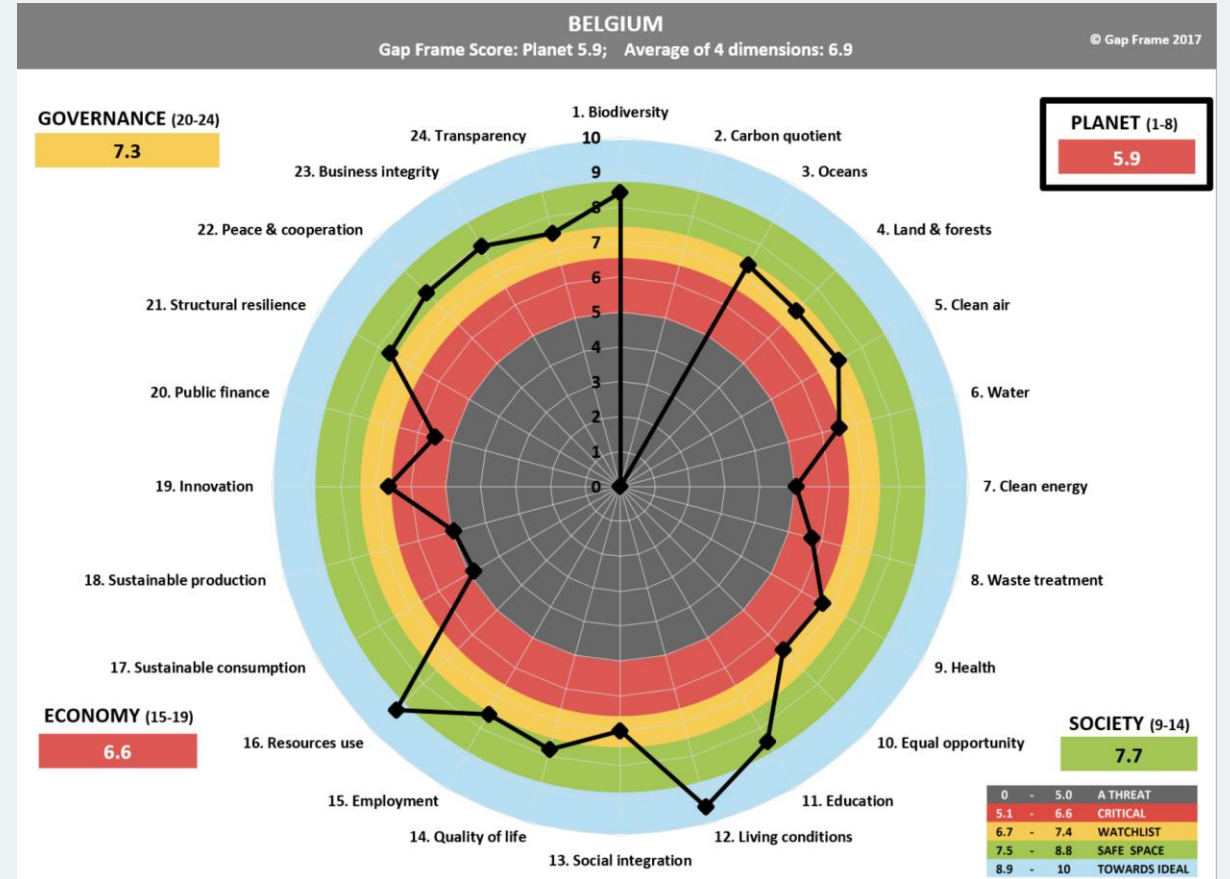
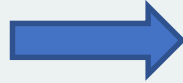
Three types of business sustainability

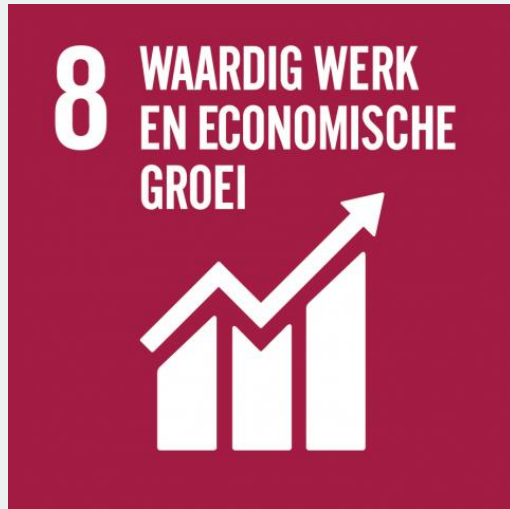
BUSINESS SUSTAINABILITY TYPOLOGY (BST)	Concerns (What?)	Values created (What for?)	Organizational perspective (How?)
Business-as-usual	Economic concerns	Shareholder value	Inside-out
Business Sustainability 1.0	Three-dimensional concerns	Shareholder value	Inside-out
Business Sustainability 2.0	Three-dimensional concerns	Triple bottom line	Inside-out
Business Sustainability 3.0	Three-dimensional concerns	Creating value for the common good	Outside-in 
Key shifts involved:	1st shift: broadening the relevant concerns	2nd shift: expanding the value space	3rd shift: changing the perspective

“Truly sustainable business shifts its perspective from seeking to minimize its negative impacts to understanding how it can create a significant positive impact in critical and relevant areas for society and the planet.”

Bewezen uitdagingen
 rond duurzame ontwikkeling
 in je eigen domein
 beantwoorden door
 je eigen business te gebruiken
 om een hefboom effect te creëren

Outside-in & Evidence-based





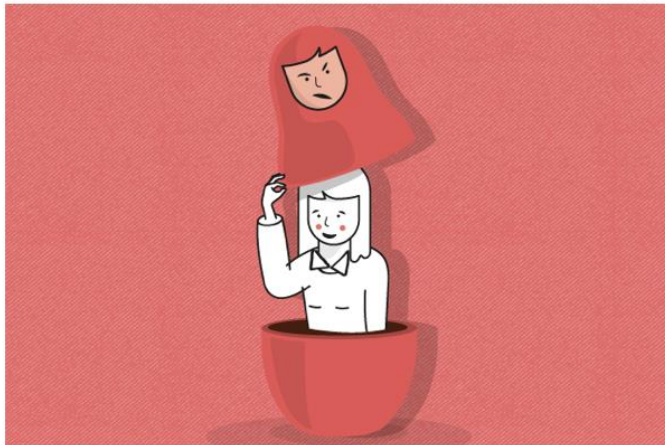


What we do.

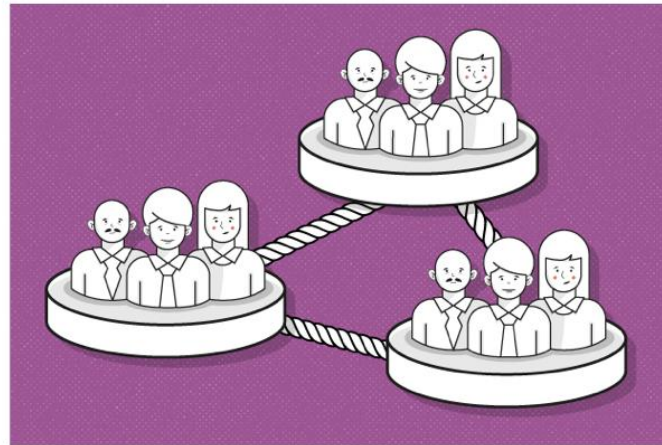
We transform and develop your culture & organisation. Together.

Our team of solid Beans brings you profound expertise in **culture transformation**, **organisation design** and **leadership development**. With courageous advice, energetic interventions, innovative tools and smart use of data we create traction and ignite your employees' drive.

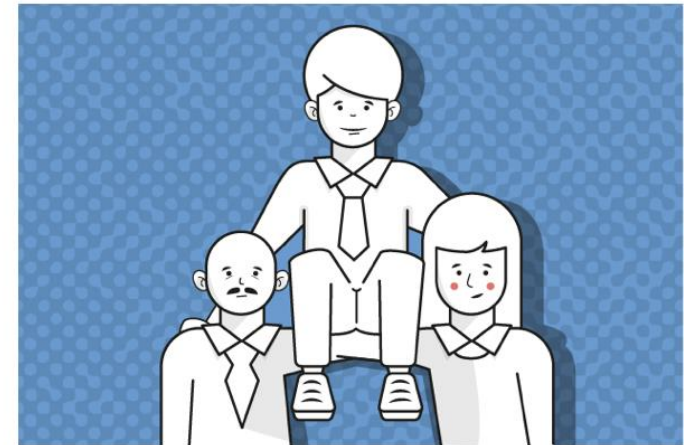
Starting from your current culture, we design and build a sustainable transformation journey. Together.



culture transformation



organisation design



leadership development



Hoe kunnen we ervoor zorgen dat mensen, binnen hun team en organisatie, gedijen/floreren?

Door gericht te werken (en niet enkel op HR-buikgevoel)

Met predictieve analytics en een tool om continu de polsslag van je teams te nemen

Om op basis hiervan de juiste interventies te doen binnen je teams

HR Tech is hierbij onontbeerlijk

Artificiële Intelligentie maakt het verschil

En zo ontstond ...





JIGSSO

Workforce intelligence for
sustainable bottom line impact



Is dit echt zo?





Unlock your
HR data goldmine



Enrich your
HR data goldmine

ANALYTICS

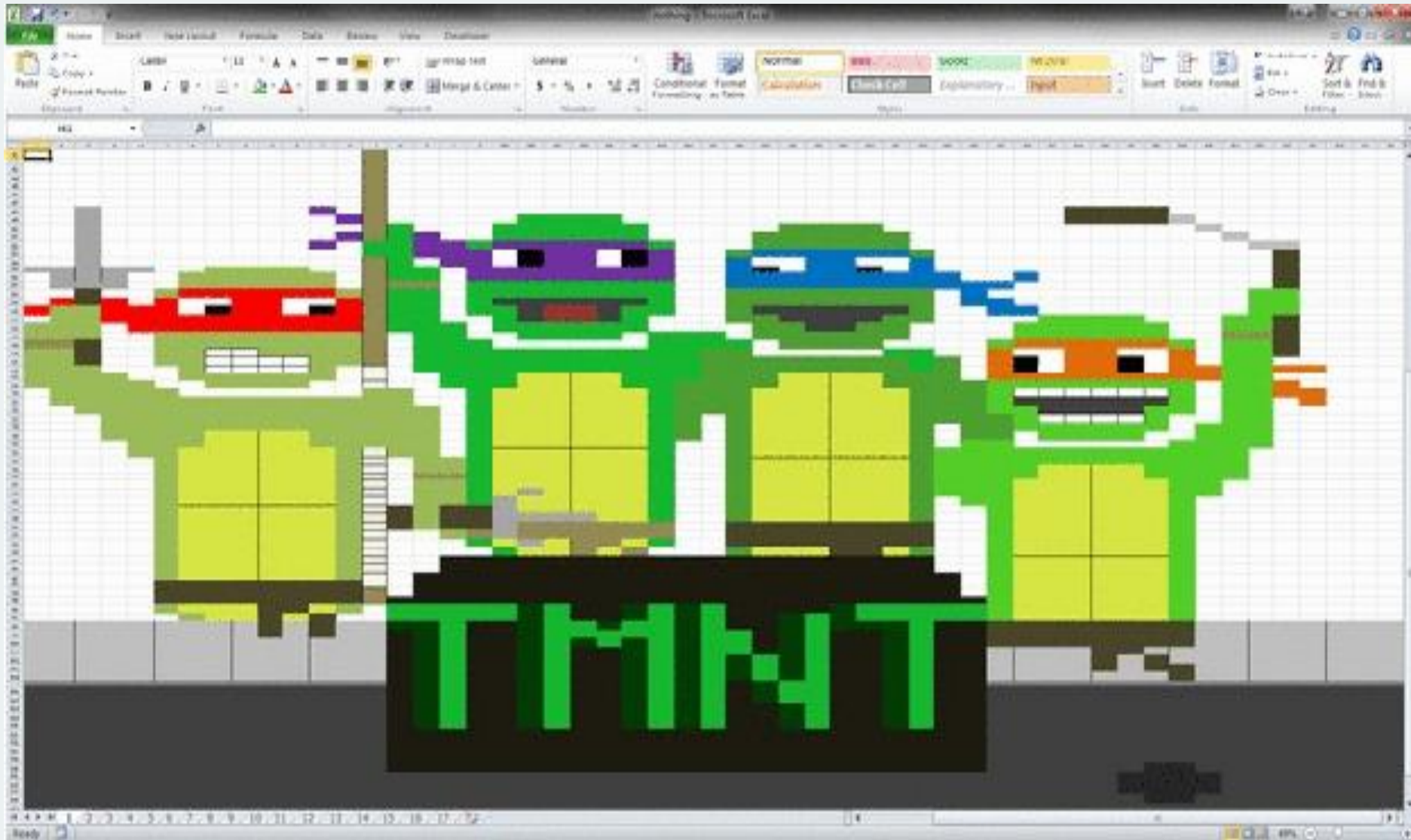
De HR Data goudmijn



HR zit op een goudmijn



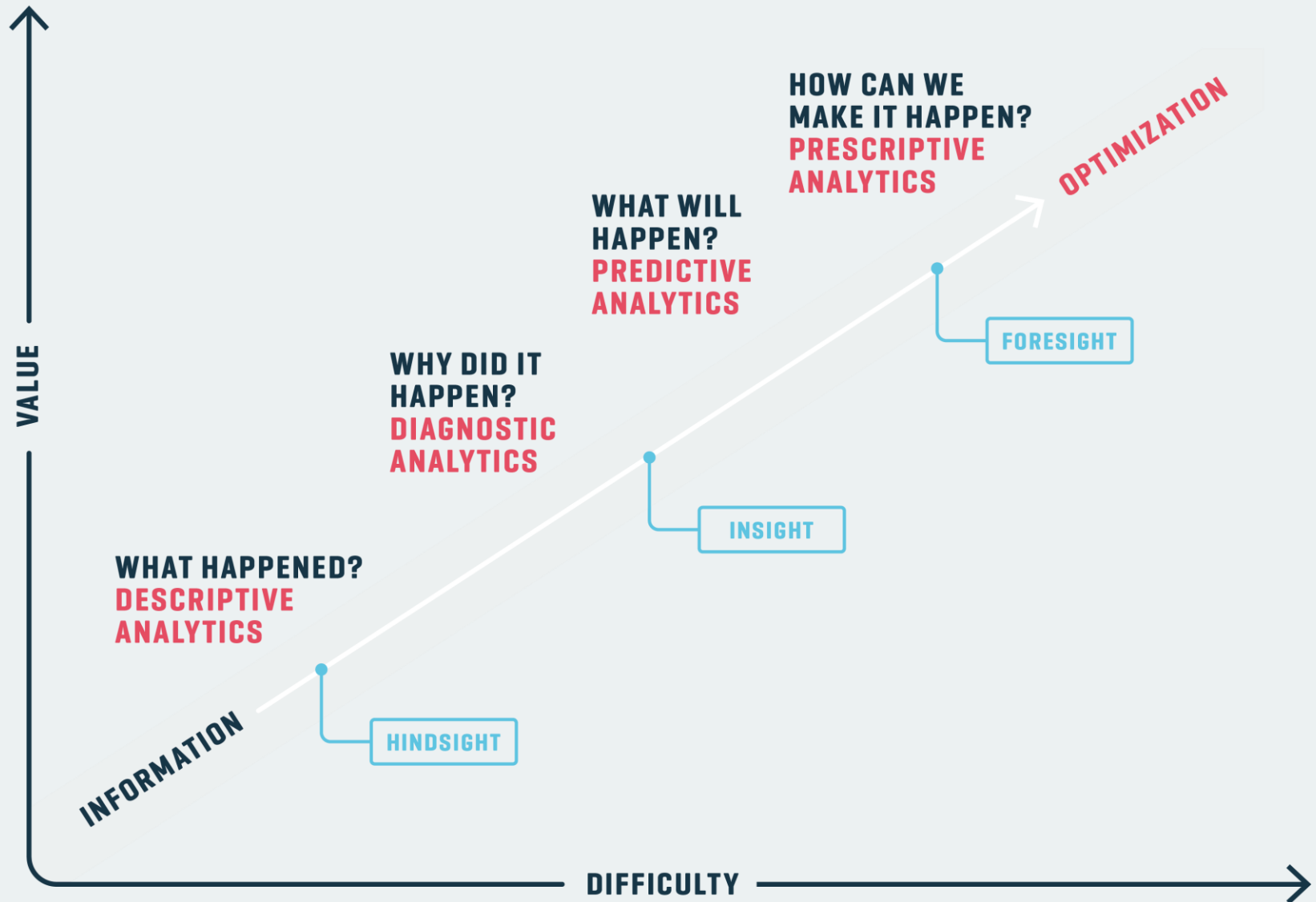
Excel als geweldige tool ! 🤔



Get your data sh#t together!



Waar wil je als organisatie staan?



Use Case: Retentive



Customer Case:

Railway company:
high turnover amongst train drivers

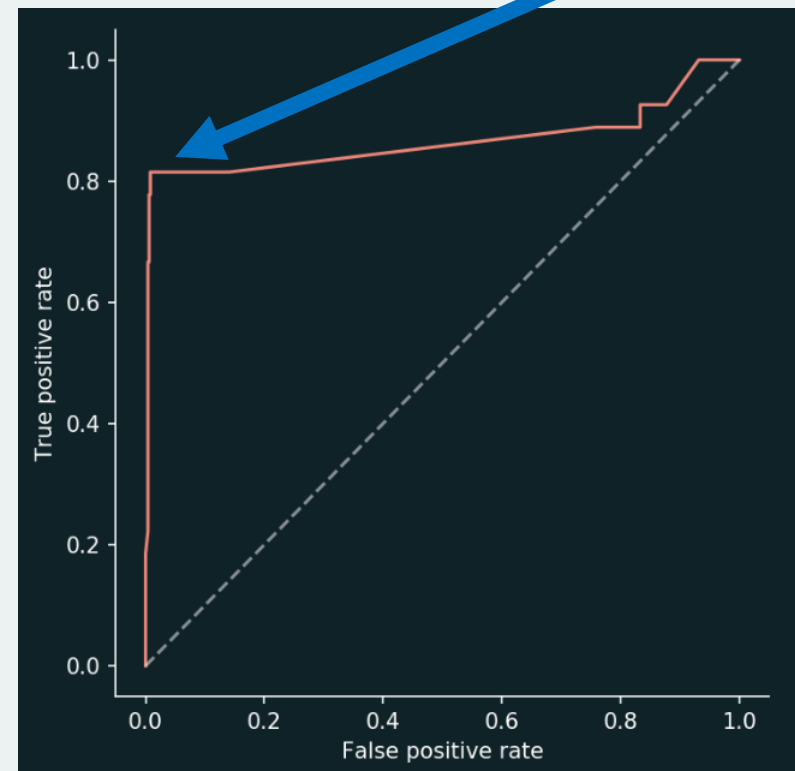
Business case:

Estimated cost per replacement:
€ 200K + top line loss

Solution

- ✓ Predict populations at risk
- ✓ Data-driven advice on retention actions

		PREDICTION	
		Stayer	Leaver
REALITY	Stayer	490 'True Negative'	7 'False Positive'
	Leaver	5 'False Negative'	22 'True Positive'



Use Case: Absenteïsme

Customer Case:

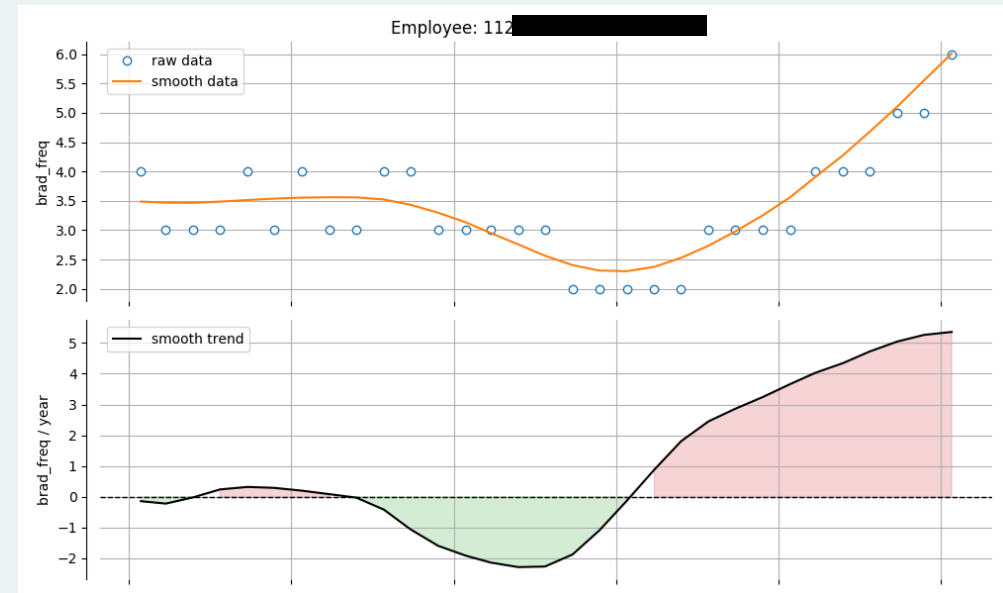
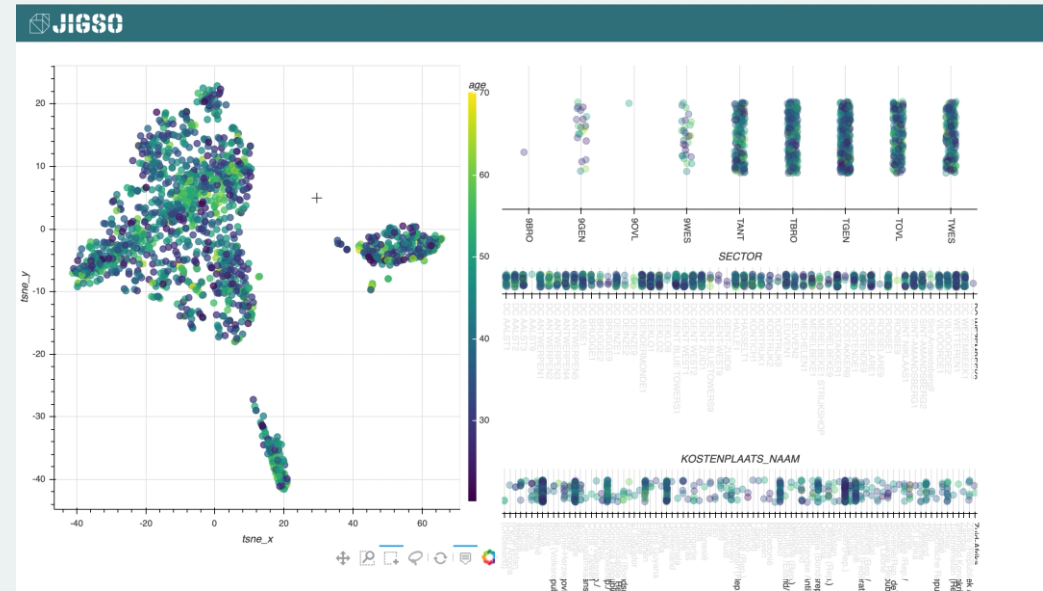
Domestic cleaning services
2000+ headcount, high absenteeism

Business case:

Extreme pressure on bottom line
15% productivity loss

Solution

- ✓ Determine risk profiles to tailor well-being strategy
- ✓ Predict absenteeism



LISTEN

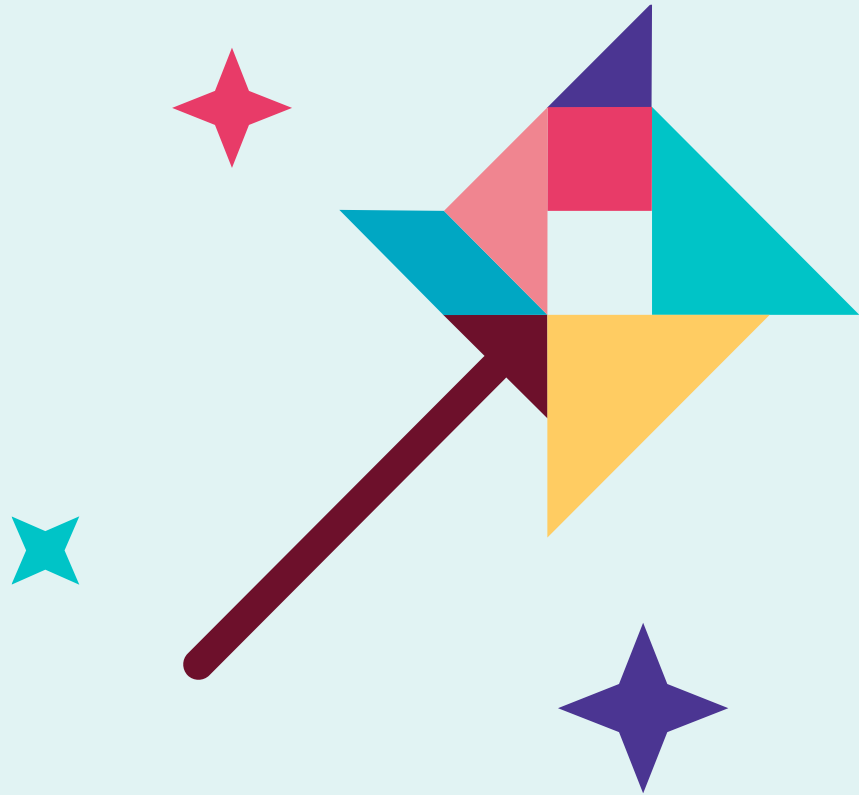
De blinde vlekken opvullen

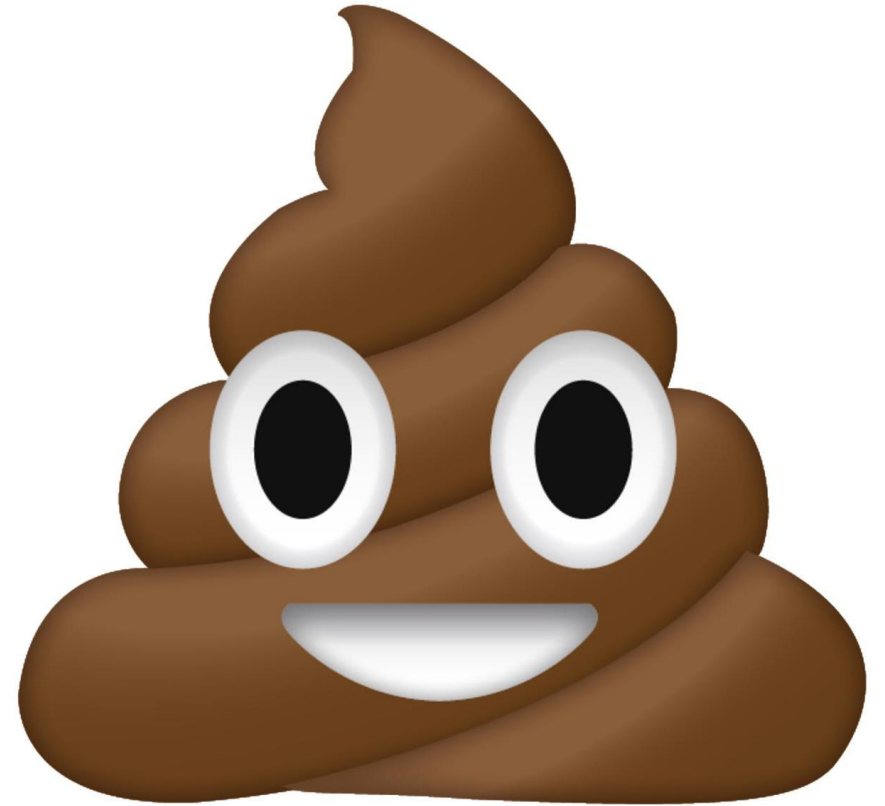
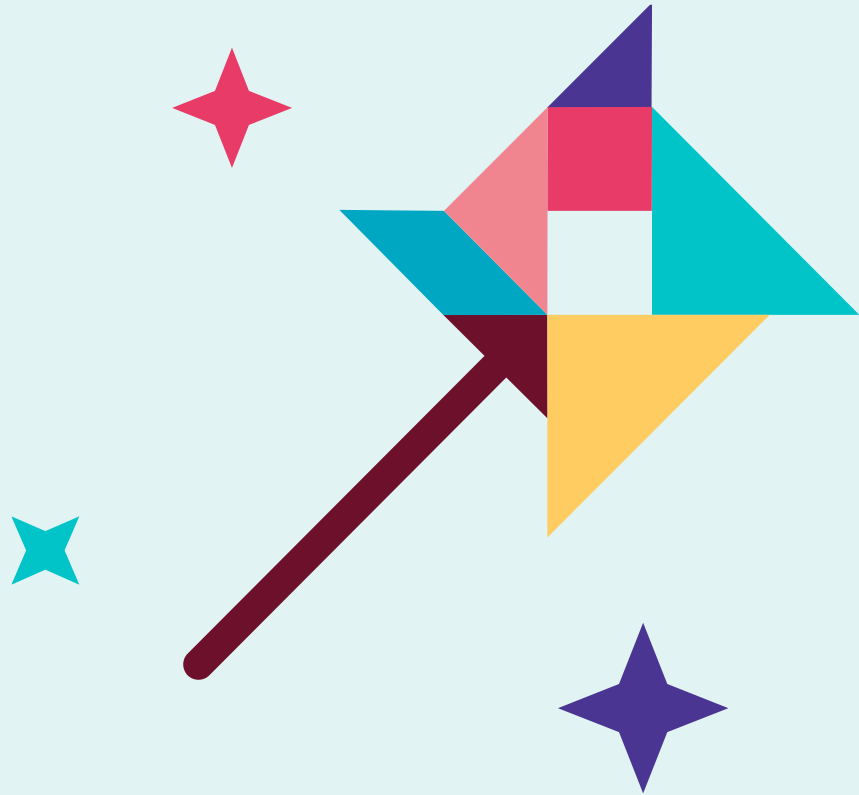




Teams als eenheid
van denken







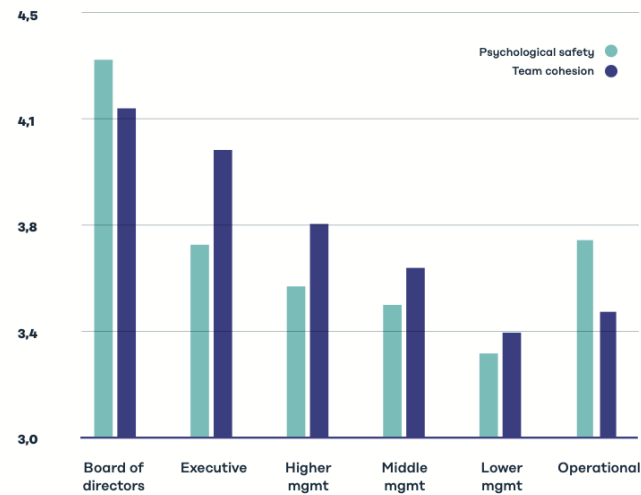
Psychological safety & team cohesion in Belgian teams

Key findings of a cross-industry survey

JiGSO
BEANMACHINE

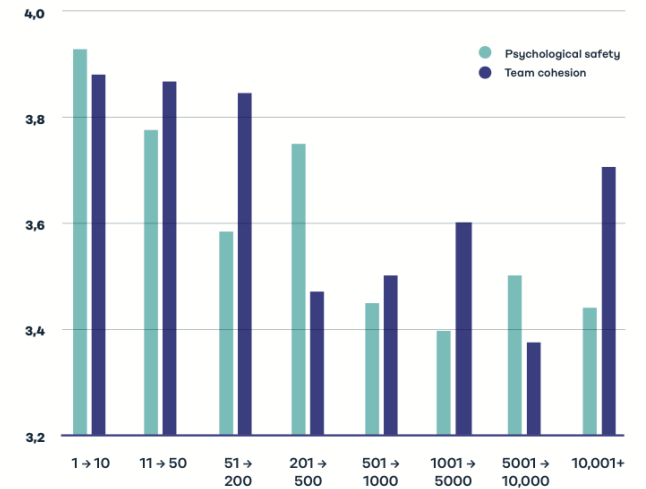
↓ GRAPH 1

Position in company and average scores of team cohesion and psychological safety



↓ GRAPH 2

Number of employees in company and average scores of team cohesion and psychological safety



Wat is eigenlijk het probleem?
(of de uitdaging)



PROBLEEM 1

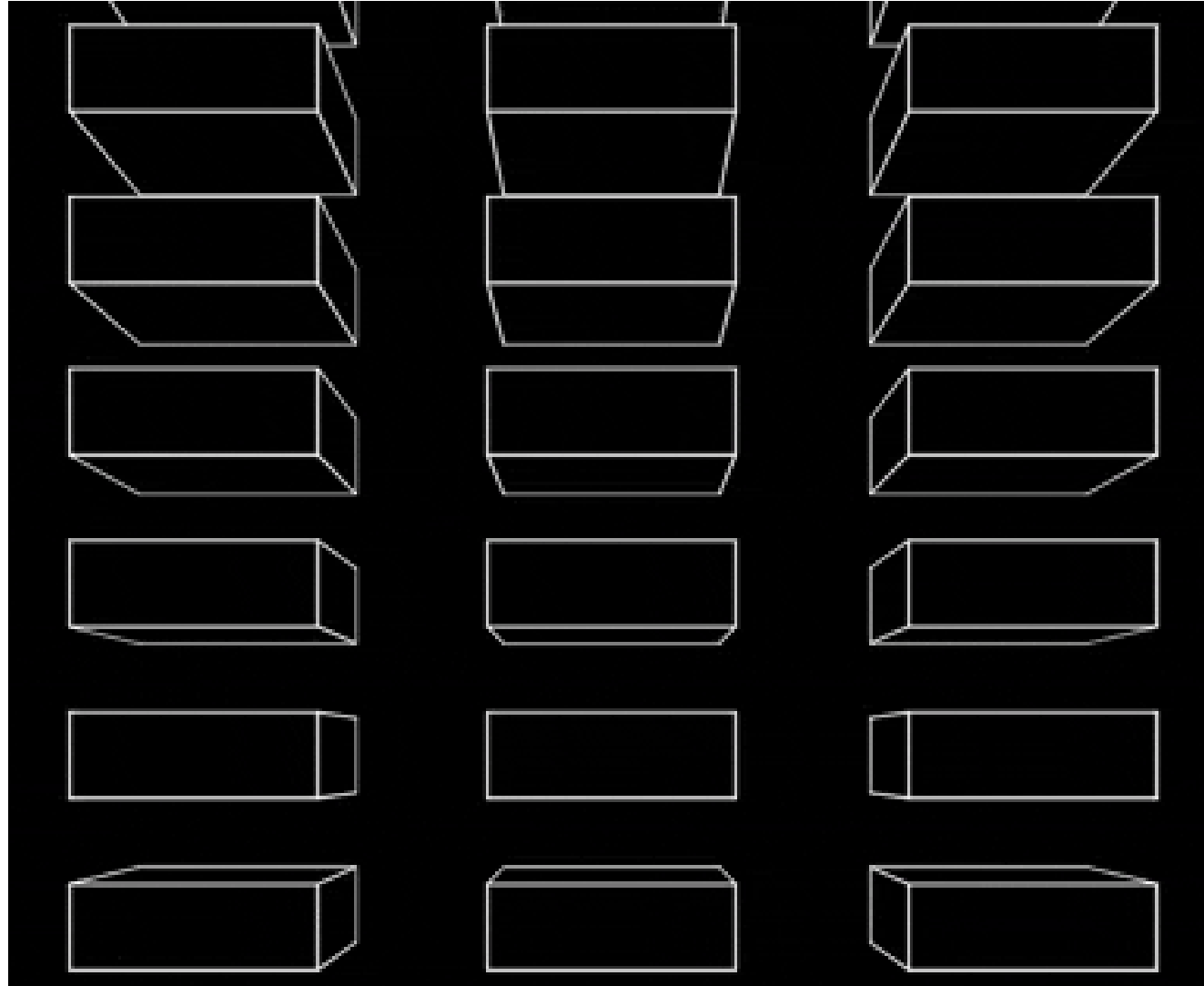
Een survey geeft je peanuts 



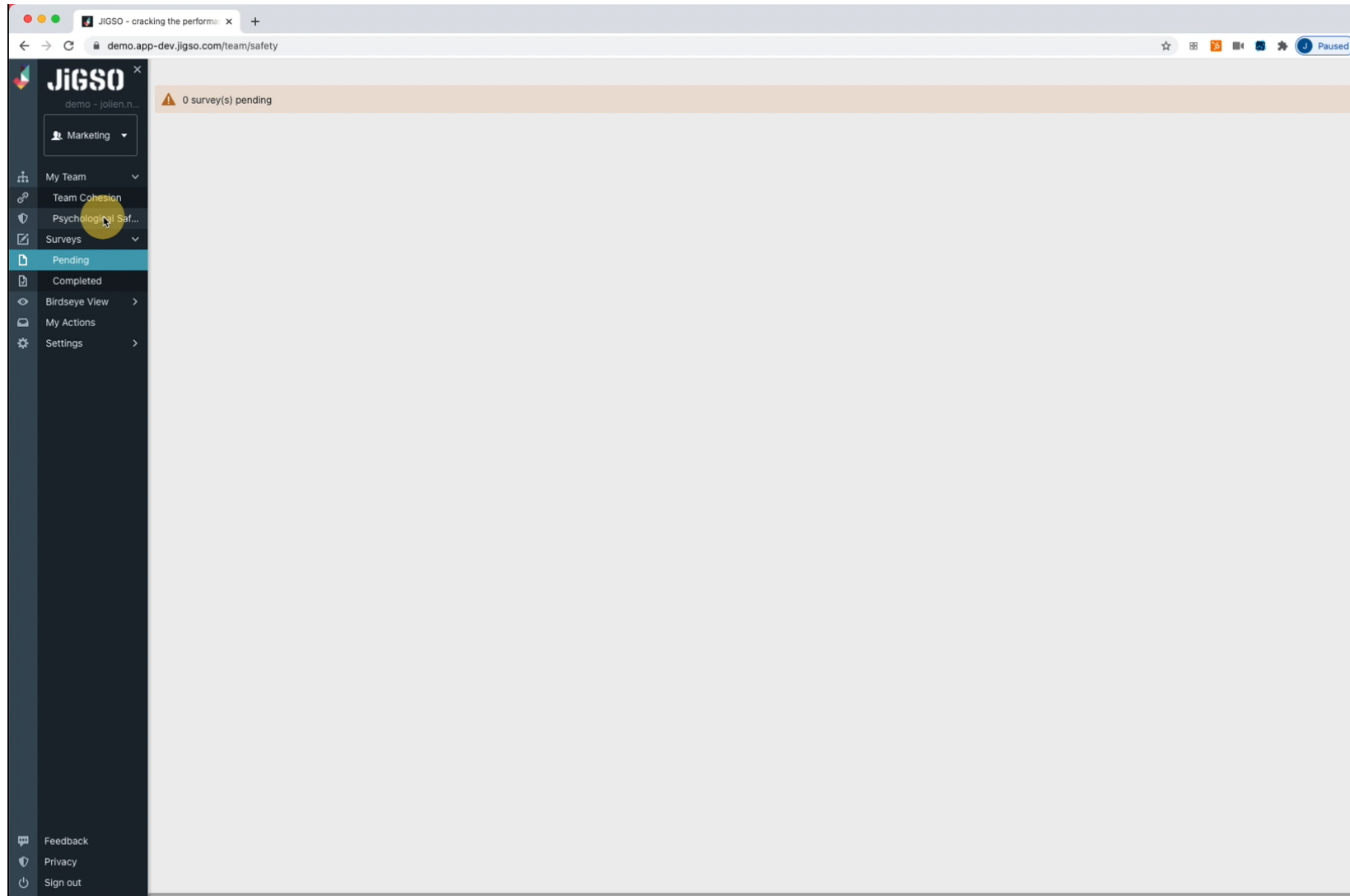
Vragen stellen is een kunst



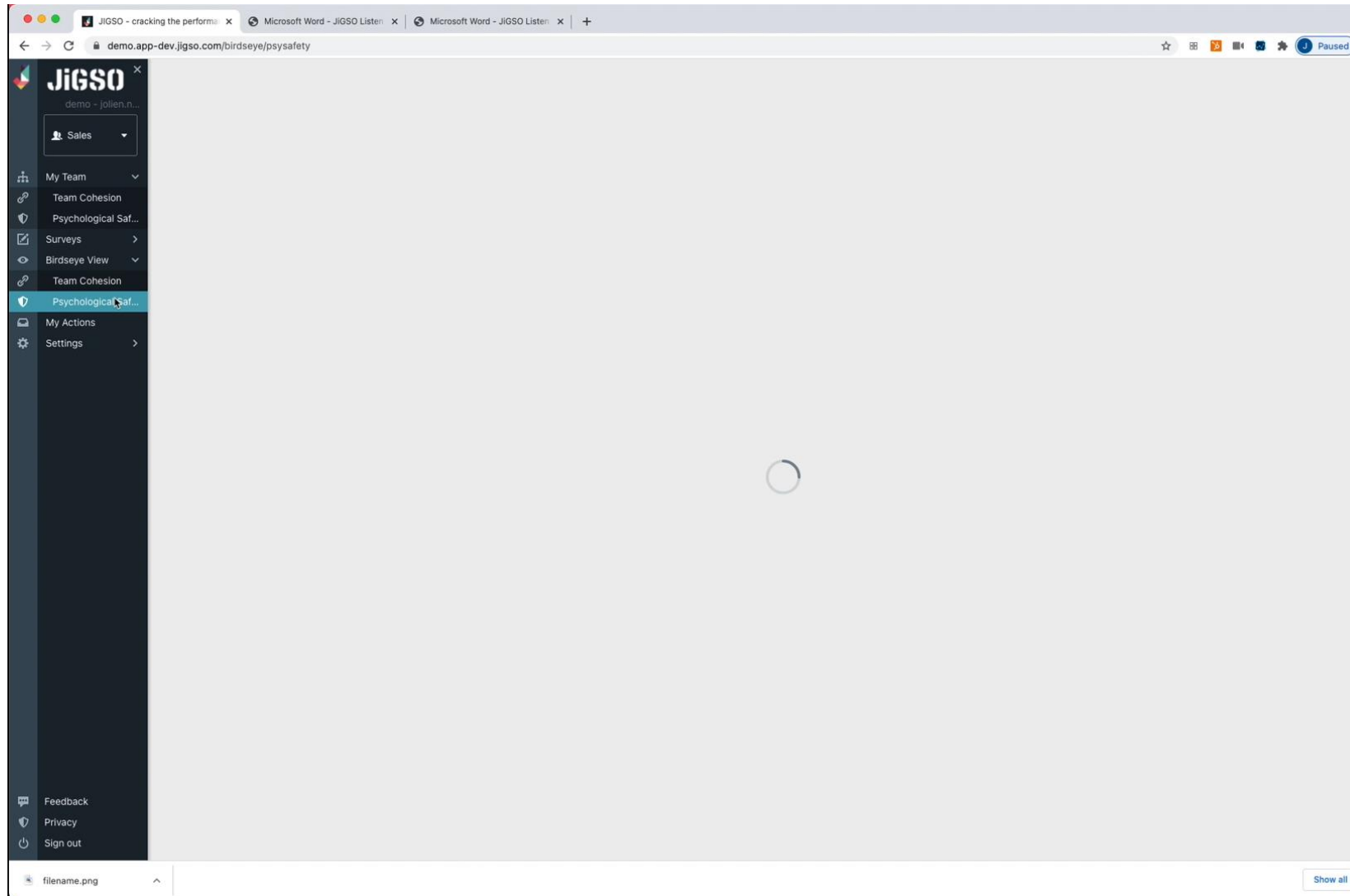
Organisaties zijn niet statisch



Reële inzichten. Instant en transparant.



Slicing and dicing. For data-driven HR.



PROBLEM 2

Closing the loop



Wat moeten we nu doen?



Toepasbaar advies & sluiten data loop

The screenshot displays the Jigso application interface. The top navigation bar includes the Jigso logo, a user profile, and a 'Sales' dropdown menu. The main content area is titled 'Psychological Safety' and features a 'Jigso Demo' dropdown. Below this, there are two sections: 'Delegation poker' and 'Insights'. The 'Delegation poker' section contains a description and a green 'Accepted by: sepp' button. The 'Insights' section features a radar chart with eight categories: Addressing problems, Asking help, Dealing with mistakes, Diversity and inclusion, Feedback, Mutual support, Taking risks, and Use of talent. The 'Your team score' section shows a score of 56.0 and an 'EVOLUTION CURVE' graph comparing 'Team' and 'Organisation' scores over time from 2021-04-01 to 2021-12-10. The graph shows the Team score rising from 0 to approximately 60, while the Organisation score rises to approximately 75. A 'Show all' button is located at the bottom right.

Psychological Safety

for an empowered start. When your team hears the same issues that other team members have, this creates a feeling of being understood.

Delegation poker

Use the poker game to encourage your team to share your responsibility. Take more risk by delegating your team to make use of their skills and talents.

Insights

- Addressing problems
- Asking help
- Dealing with mistakes
- Diversity and inclusion
- Feedback
- Mutual support
- Taking risks
- Use of talent

Your team score

TEAM

56.0

EVOLUTION CURVE

TIME SINCE LAST PULSE: 76 days

100
80
60
40
20
0

2021-04-01 2021-05-15 2021-07-01 2021-12-10

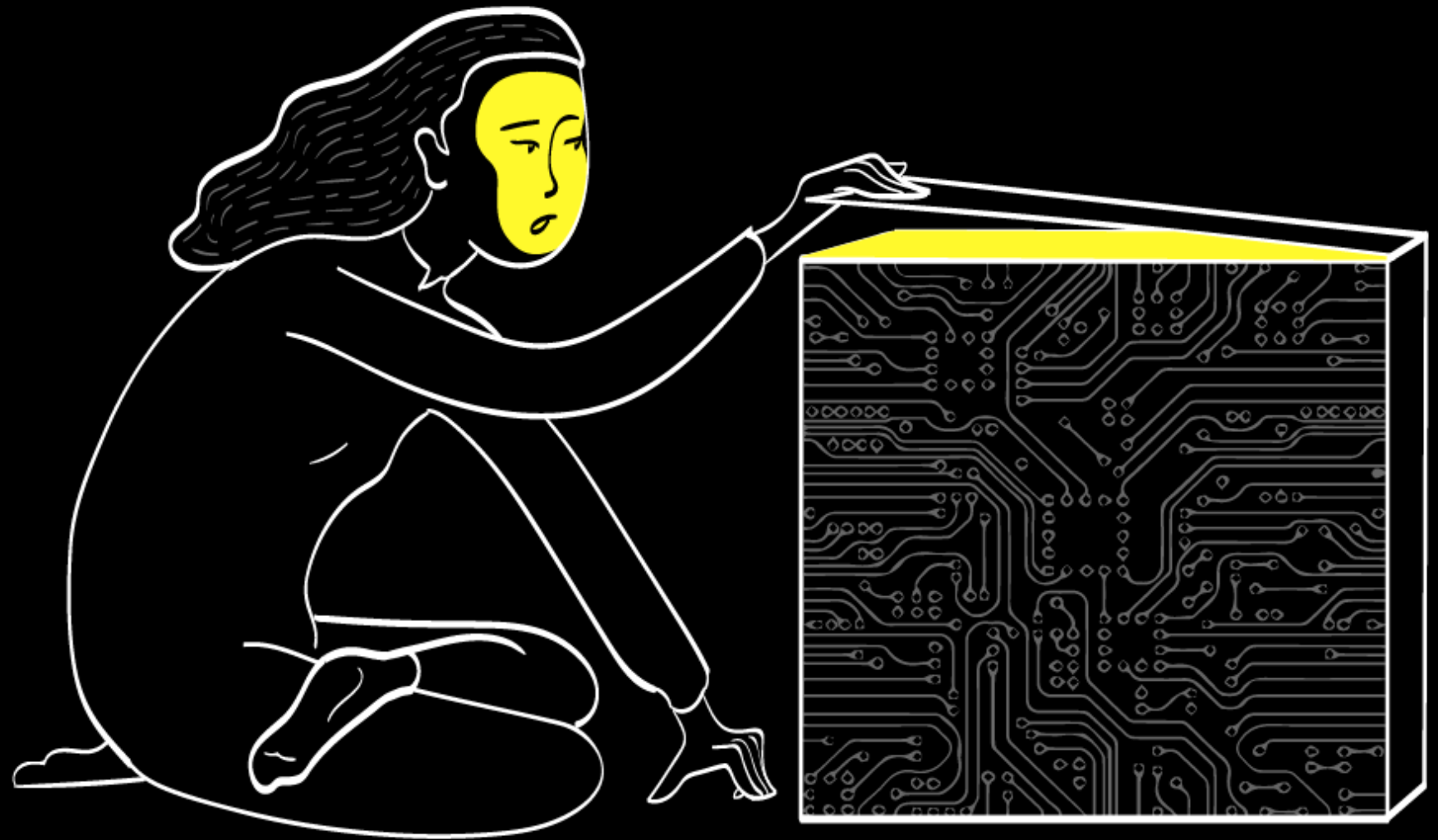
Team Organisation

Show all

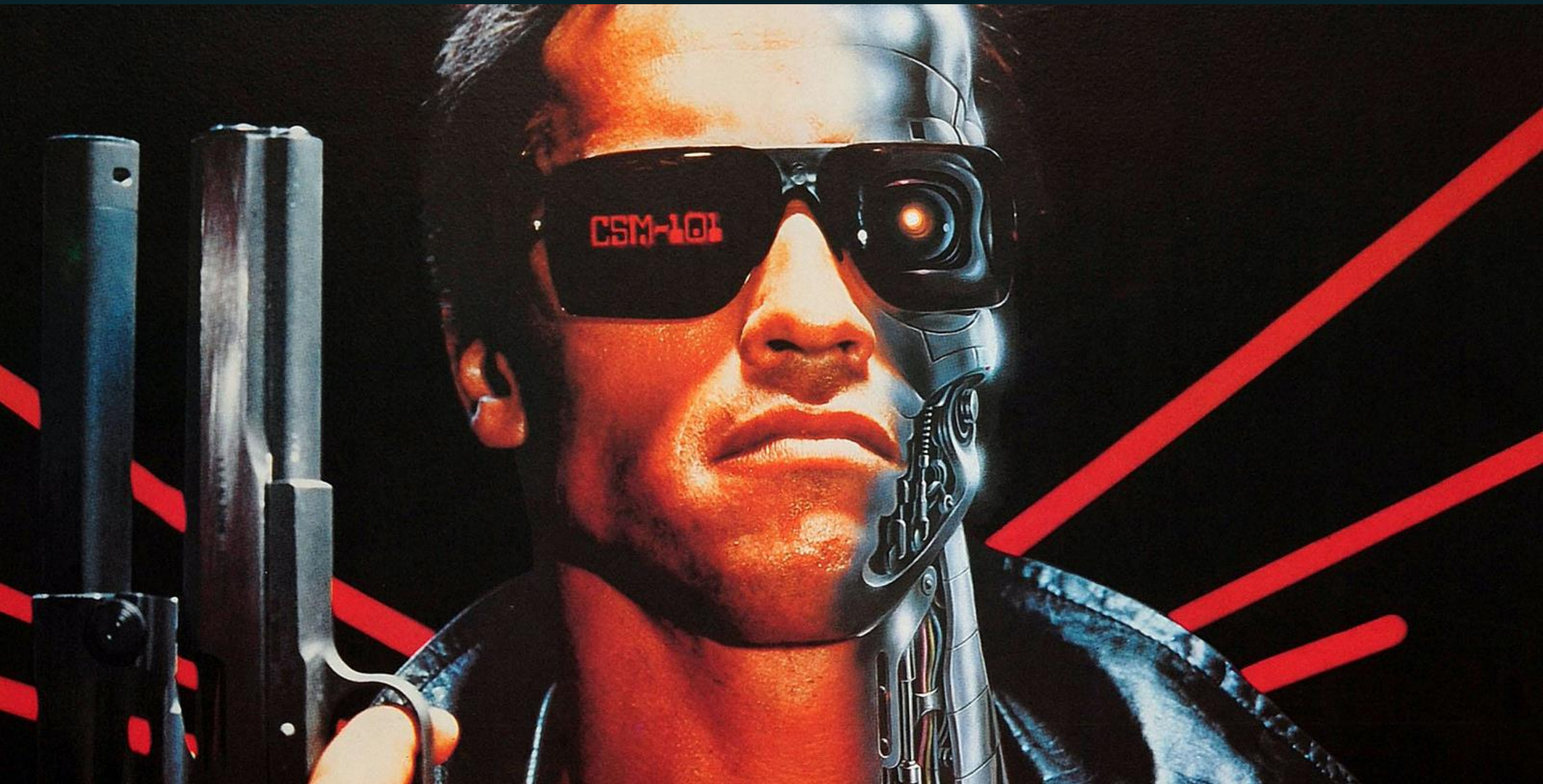




**Kunnen we dit eigenlijk wel maken?
Duurzaamheid en ethiek**



Geen geautomatiseerde beslissingen



Het gaat niet om het vinden van de "slechterik"



WE SHOULD WANT
TO HAVE
AI
BEHAVE AT
OUR BEST
NOT COPY OUR WORST

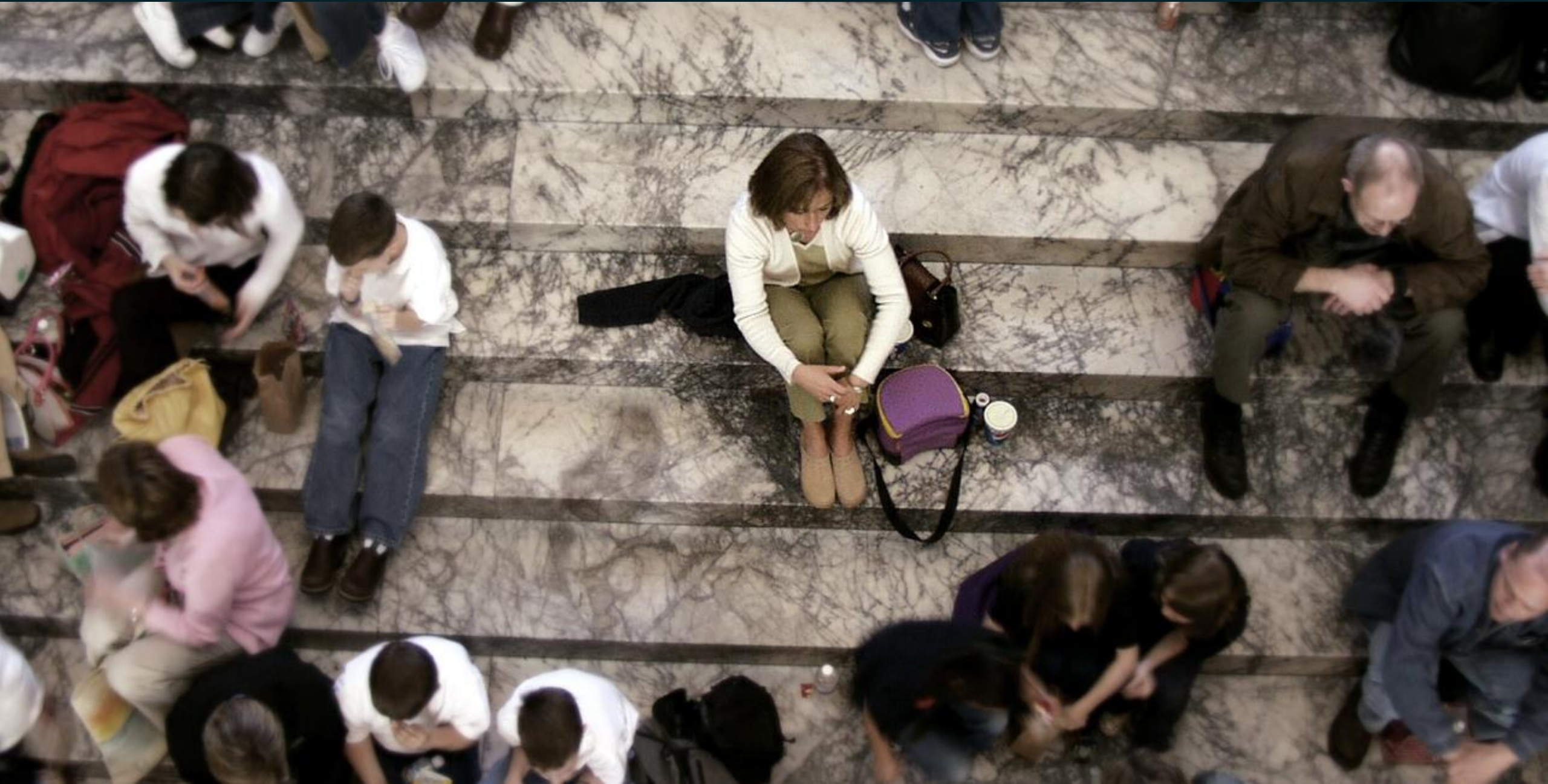


Wie geen vooroordelen heeft, steekt zijn hand op!

An illustration of a woman in a blue top and red skirt holding a pair of scales of justice. She is positioned behind the word "BIAS" in the main title. The scales are also depicted as a circular icon within the letter "A".

BIAS BUSTERS

Focus op de medewerkers die uw aandacht nodig hebben



Creër de best mogelijk werkomgeving waar mensen kunnen floreren



THIS COUPON IS REDEEMABLE FOR

One FREE Monday Off!

SIMPLY HAND TO YOUR BOSS AND BOLT!

Everybody deserves a break once in a while!



Find grocery coupons and deals at [Eversave.com](https://www.eversave.com)

✂ Print, cut along the dotted line, and give to your boss.

En ... een mogelijks grote impact op duurzame ontwikkeling



Vragen?

Eens afspreken?

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