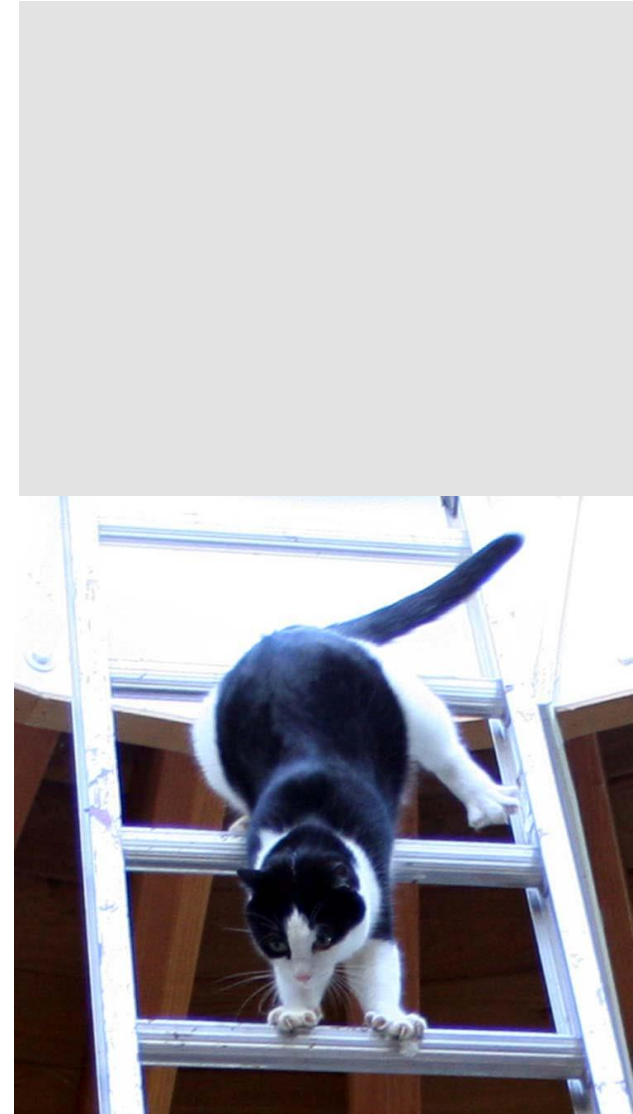


Demotion: a valuable career step!

Brigitte Ballings, Author of the book « Een stap terug? Ik denk er niet aan! »

Brussels, International Conference on Sustainable Employability

15-09-2016

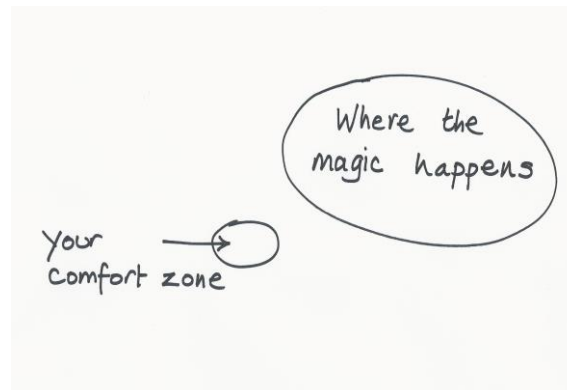
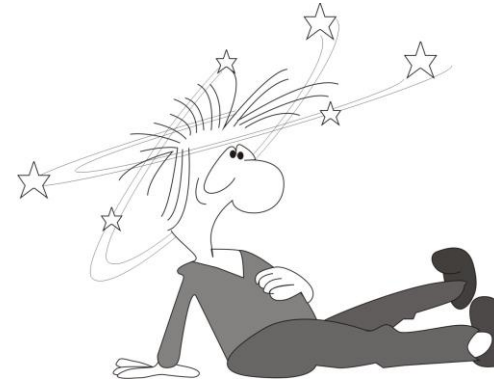


The story of
my career:
*up and down
the ladder ...*

- 1986-2012

- 12/12/2012

- Since then



“If I have to
take a step
back
it means that”



- I'm not good enough
- I'm a loser
- I will be excluded from some networks
- I will never find a great job anymore
- I will encounter financial problems

Taking a step
back ...



Why?

EDUCATION

WESTERN CULTURE

COMPANY CULTURE

The traditional
company
paradigm

Vertical career model

- «higher, better, more»
- « the only way is up! »
- «up or out»



New elements
are altering
this paradigm

Changing economic
& demographic
context

VUCA, innovation,
restructurings,
delaying, ...

Lengthening
pension age

Increased focus on
human aspect

Congruence

Happiness@work,
wellbeing, ...

Some figures

9/10 employees unhappy

7/10 employees not engaged

1/3 employees facing the risk of demotion in near future

How can we make an opportunity out of demotion?

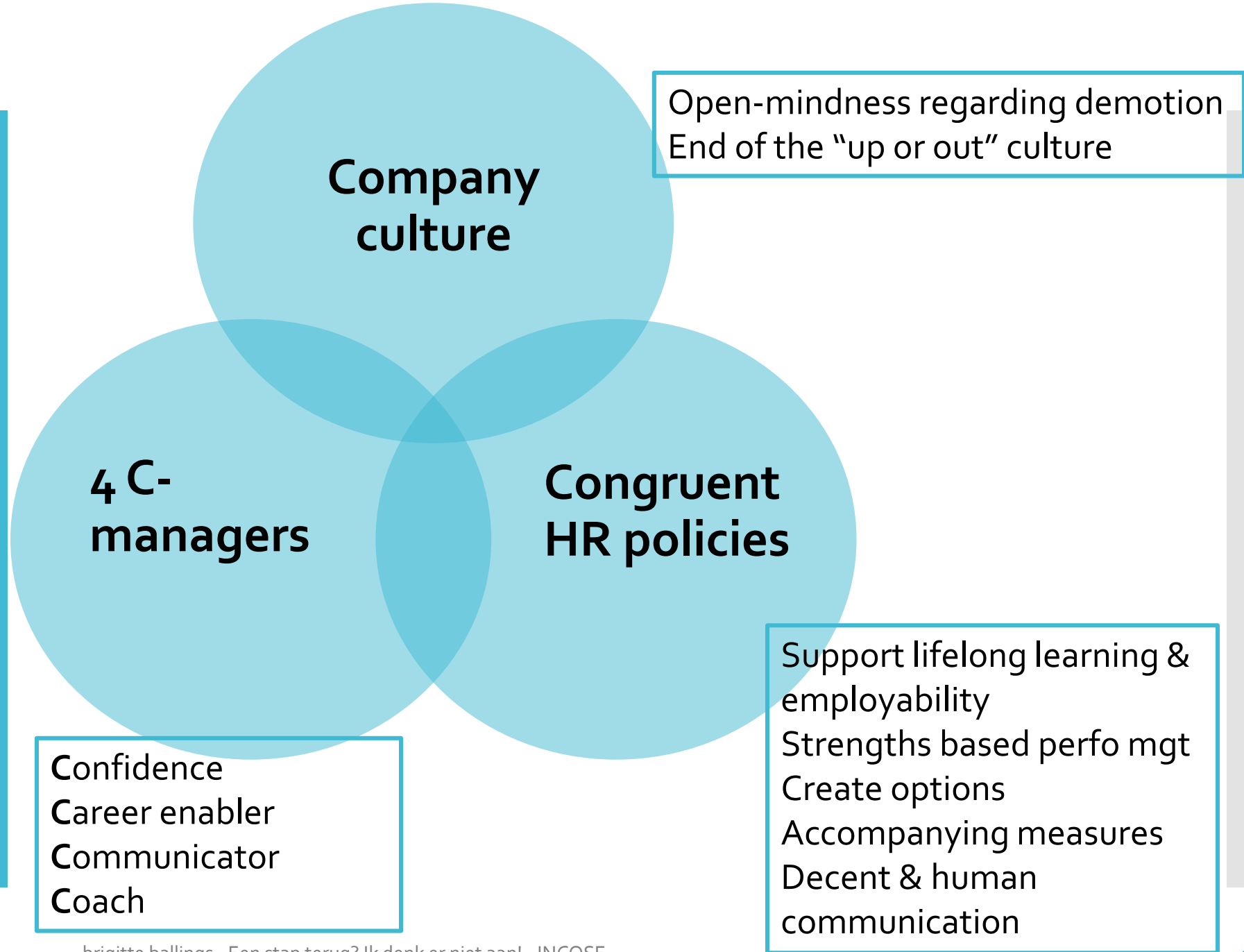


Individual levers





Company levers



What's in for employee and employer?



Retention of talent & knowledge

New option for lengthening careers

Lifecycle based careers

Out of your comfort zone > magic zone

More happiness @ work

Back to my story



Importance of
employability &
proactivity

Choose your
own path

Dare to quit
your comfort
zone

It's only a job

Stay curious &
keep on
learning

Change job
regularly

Each negative
moment has
positive aspects

To meditate ...

When you only see problems,
You will get more problems

If you see possibilities,
You will get more opportunities

Want to know
more about
me?

- My book “Een stap terug? Ik denk er niet aan!”
 - was published in May 2016
 - is available via the (internet) library or via www.witsand.be (or via me)
 - ISBN 978 94 9201 140 4
 - Will be translated into English
- Contact me
 - brigitte.ballings@hotmail.be
 - www.brigitteballings.be
- My offer:
 - Coaching
 - Lectures
 - Workshops



Challenge, questions, ...

