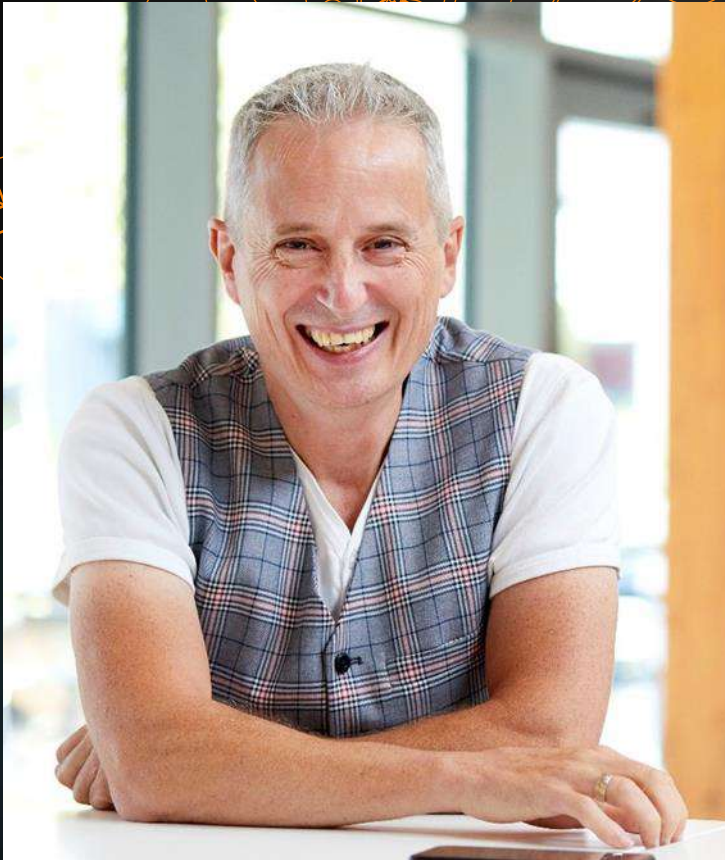




**PM Fair 2022, 7<sup>th</sup> October**

The Royal Museum for Central Africa  
Tervuren, Belgium



Keynote lecture

**Re – Story – ation**

**Mark Mortier**

Project manager & empathic leader



# Affiliations

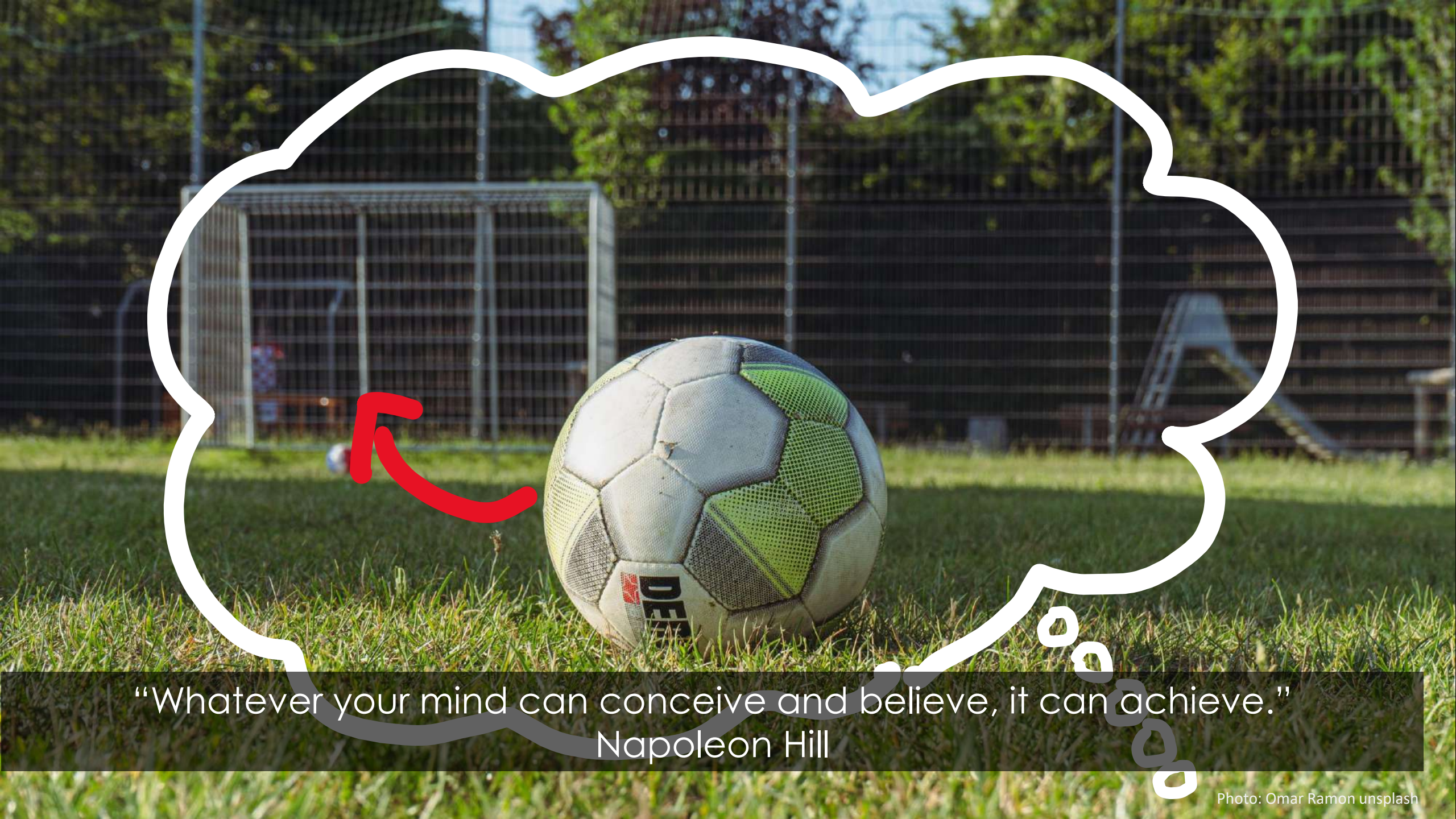


2Circle

*2gether we make things work*

Enable Human Oriented Leadership

**Mark Mortier - 2Circle - +32 (0)485/56.84.27 - [Mark@2circle.be](mailto:Mark@2circle.be)**



“Whatever your mind can conceive and believe, it can achieve.”  
Napoleon Hill



58%



Well-being

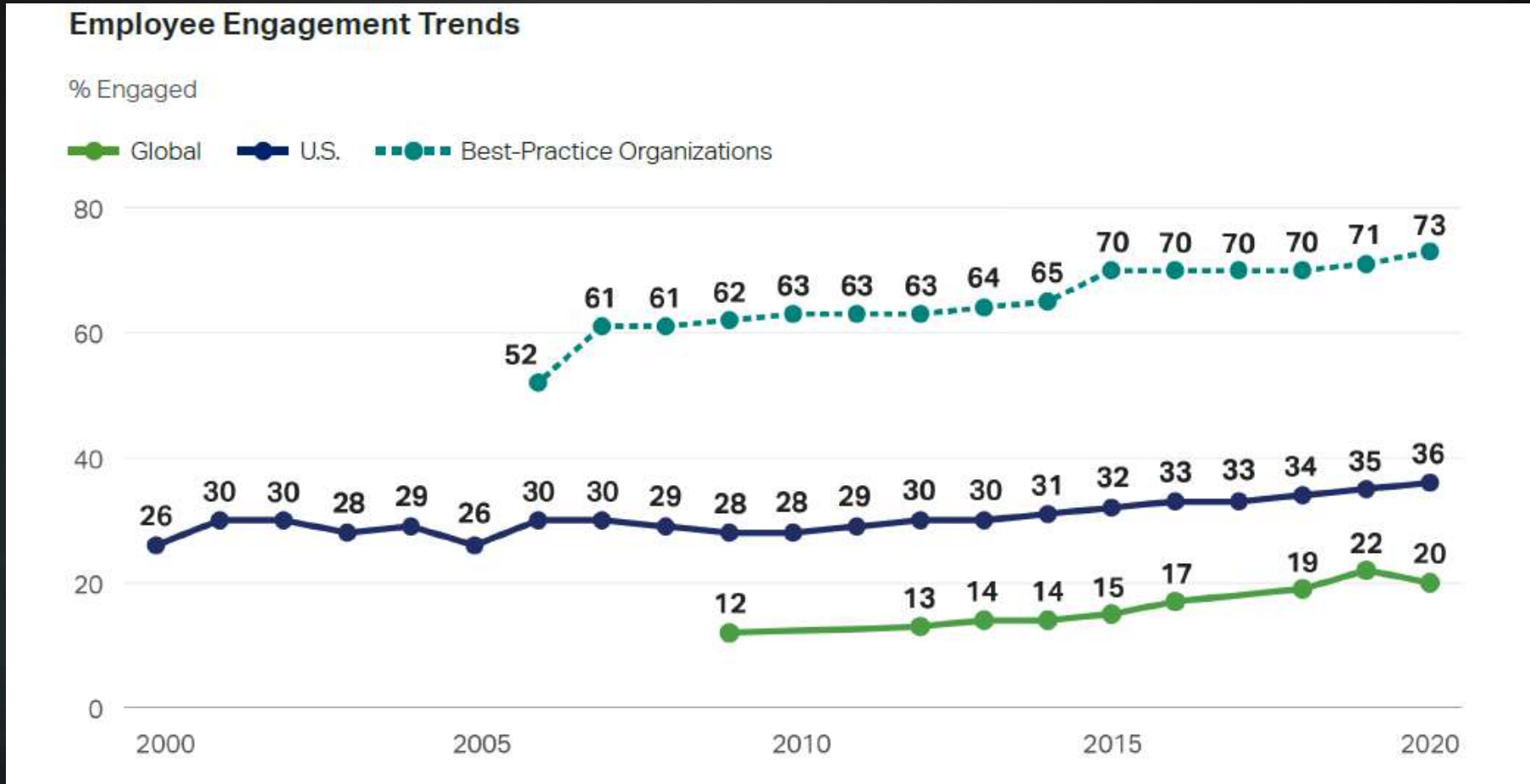
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Productivity



11%

# Challenges we are facing



Source: Gallup report "State of the Global Workplace: 2022"





70%

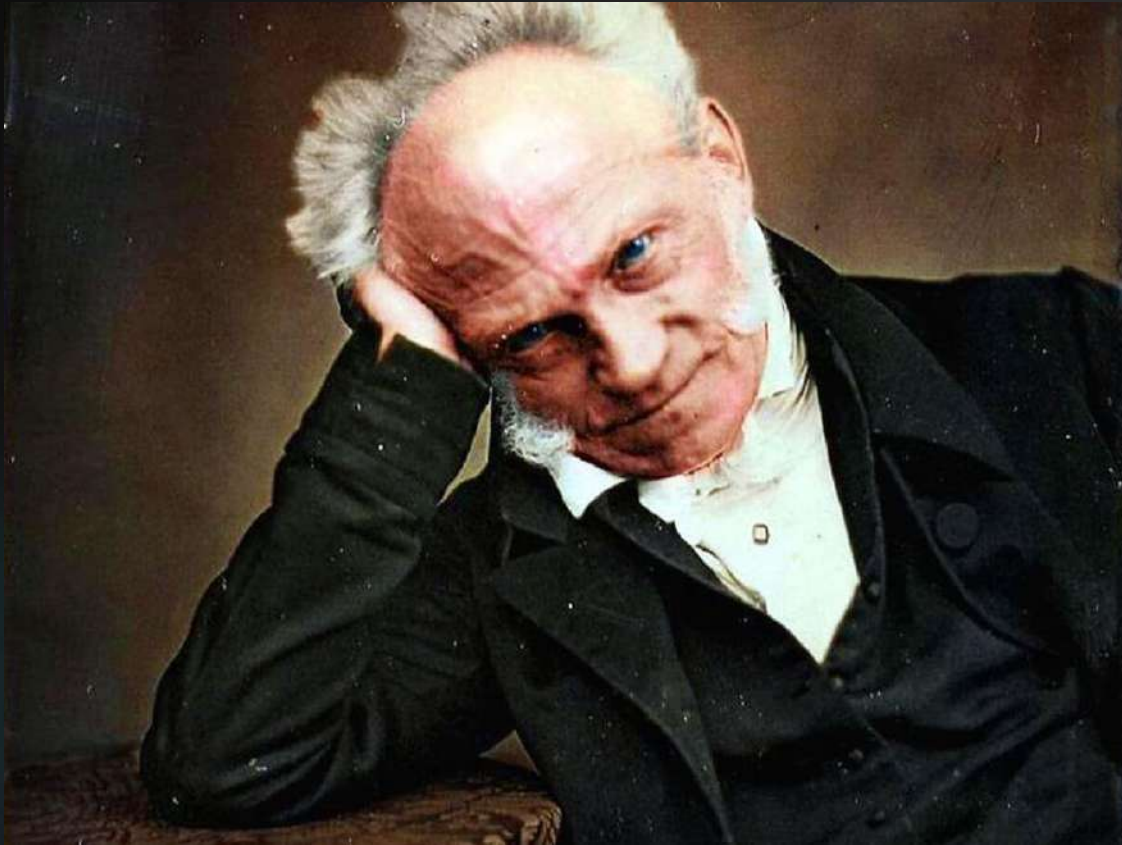
# Challenges we are facing



Findings on wellbeing or resiliency among the employees in Belgium (Western Europe - worldwide):

- 58% (47% - 33%) are thriving (life evaluation)
- 38% (39% - 44%) have daily Stress
- 11% (14% -20%) are engaged"

70% : managers account for 70% of the variance in team engagement



**Ridiculed**  
**Violently opposed**  
**Self-evident**

# 1. Connection



A group of people in red shirts and white pants are performing a human pyramid. They are standing on their feet, with some people standing on the shoulders of others, forming a tall, narrow structure. The background is a bright blue sky with scattered white clouds. The text "Without Connection No Trust" is overlaid on the right side of the image.

Without  
Connection  
No  
Trust

“Social connection is the greatest predictor of long-term happiness and the greatest long-term predictor of success.”

(\*) Shawn Achor, The happiness advantage

Photo: Michal Parzuchowski



Without  
Connection  
No  
Trust

A golden retriever dog is sitting on a rock in the foreground, looking out over a vast, lush green valley. The valley is filled with dense green trees and a winding road that curves through the landscape. The scene is captured in bright, natural light, suggesting a sunny day. The dog's fur is a rich golden-brown color, and it is looking towards the right side of the frame.

Without  
Connection  
No  
Trust

Why do you do what you do?





## 2. Safe environment

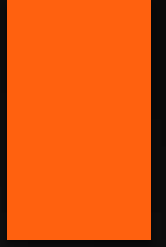


Without  
Safe environment  
No  
Engagement

We need to create working conditions where people can learn all the time.

“I call my company a people development company”

- Chip Wilson - Lululemon







**Without  
Safe environment  
No  
Engagement**

## Top 10 skills of 2025

-  Analytical thinking and innovation
-  Active learning and learning strategies
-  Complex problem-solving
-  Critical thinking and analysis
-  Creativity, originality and initiative
-  Leadership and social influence
-  Technology use, monitoring and control
-  Technology design and programming
-  Resilience, stress tolerance and flexibility
-  Reasoning, problem-solving and ideation

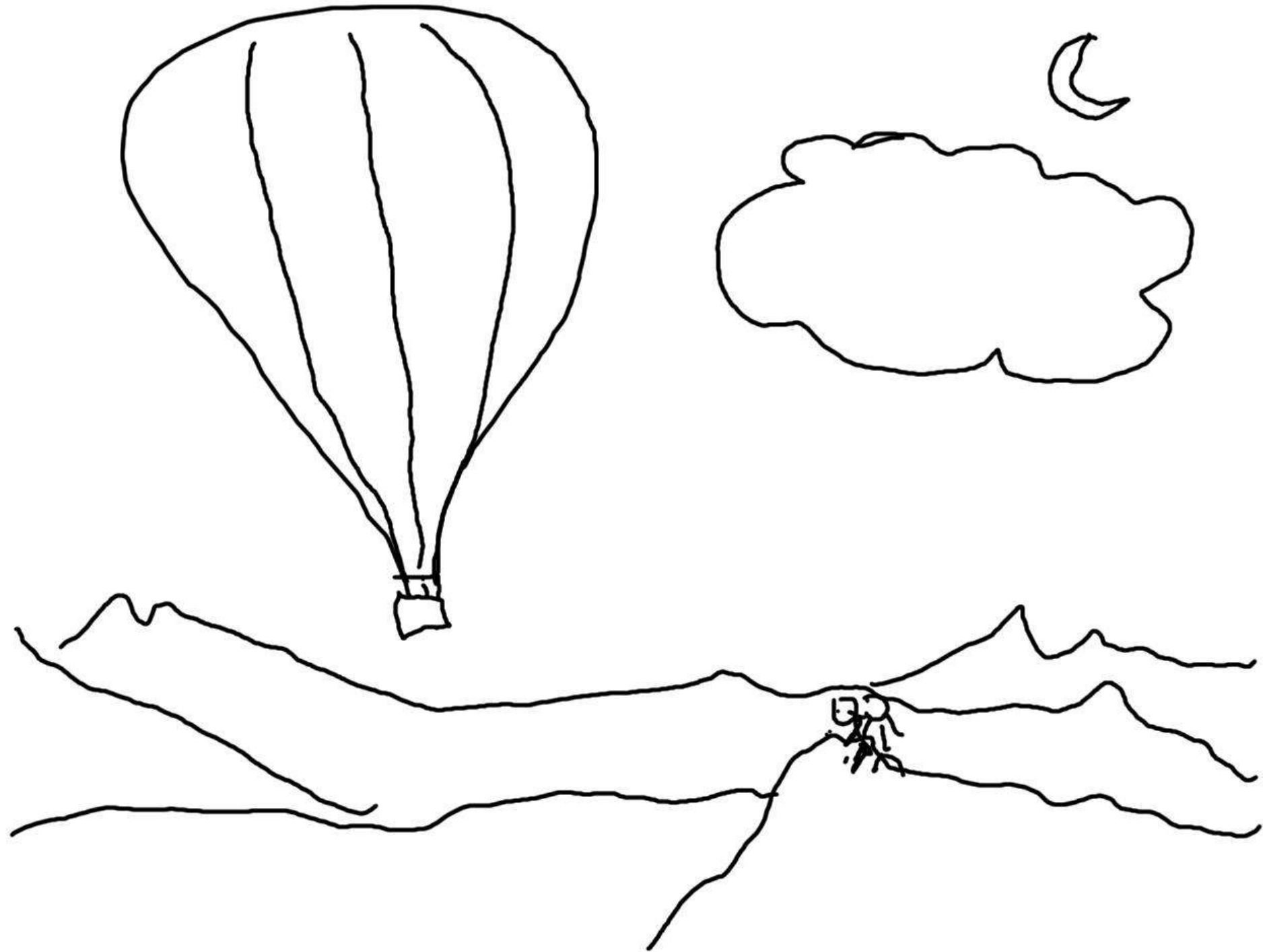
### Type of skill

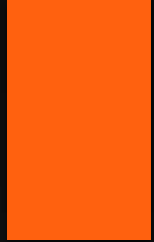
-  Problem-solving
-  Self-management
-  Working with people
-  Technology use and development

Source: Future of Jobs Report 2020, World Economic Forum.

Without  
Safe environment  
No  
Engagement







Without  
**Safe environment**  
No  
Engagement

“We need to create a much more flexible, hybrid work environment that has a lot more empathy, caring for people. Less direction and telling them what to do, more enabling them.”




# 3. Benevolence





Without  
**Benevolence**  
No  
**Engaged teams**

I love my job ;)

- 
- ✓ We have Challenges & potential
  - ✓ Components of breeding ground
    - ✓ Connection => initiate trust
    - ✓ Environment => build trust
    - ✓ Benevolence => sustain trust

A surrealist painting of an open door leading to a bright, sunny landscape with a blue sky and a white sphere on the floor. The door is open to the right, revealing a bright, sunny landscape with a blue sky and a white sphere on the floor. The text "Start your Re-story-ation now" is overlaid in orange.

# Start your Re-story-ation now

Questions: Mark Mortier - 2Circle - +32 (0)485/56.84.27 - [Mark@2circle.be](mailto:Mark@2circle.be)

Photo: Flickr / Derek Key