

Ove Näsman

## Metal Age and Kiva-questionnaire

This book is written specially for people who work with developing well-being at work: personnel trainers, personnel managers, occupational health specialists and leadership consults/coaches. The book describes a practical method and provides valuable reading for all who work with people or who study for becoming professionals working with people and trustees. Since the Metal Age method and the Kiva questionnaire are also used within research, the book is recommended for researchers in this field. All who are interested in leadership through participation and in developing a healthy team spirit at work will certainly benefit from the Metal Age method.

The author, Dr. Ove Näsman, was the leader for the Druvan project where the Metal Age and the Kiva questionnaire were used. The project was awarded the national occupational safety prize in 2007 and in 2010, Dr. Näsman was also awarded the annual prize of the Finnish Association of Occupational Health Physicians as an acknowledgement of his work in developing the Metal Age method and the Kiva questionnaire.

The Metal Age method may be used freely without license by persons who have attended a one-day course or who through individual studies of this handbook have learned how to use the method and have ordered from Mediona Ltd the PowerPoint slide set related to the Metal Age method. The material may be ordered at [www.mediona.fi](http://www.mediona.fi) The Metal Age method and the PowerPoint slide set together with the forms needed to run the method have been developed by Mediona Ltd.

Dr. Ove Näsman also works as an instructor of Metal Age leaders/facilitators. The duration of a course for Metal Age leaders is 1–2 days and this book is used as teaching material. See [www.mediona.fi](http://www.mediona.fi)

# Metal Age and Kiva-questionnaire

Assist in navigation towards well-being at work



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The Archipelago Academy for Well-being at Work

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