

Happiness @ Work

Engaging People for Performance



"Most people are about
as happy as they make up
their minds to be."

Abraham Lincoln

Creatively Confronting Challenges

SCOPE

This workshop will examine different views on happiness with a special focus on how it is expressed in the workplace and its relation to performance. Participants will be encouraged to reflect and take responsibility for their own and other people's well-being as individuals and as managers.

DURATION

2 days or customized.

PARTICIPANT PROFILE

All people at all levels in organizations of the private or public sector. The emphasis may be different depending on participants' profiles. This workshop will generate practical outcomes for organizations ready to re-evaluate and redesign their performance management practices.

OUTCOMES

Participants will:

- Explore their own personal perceptions of happiness
- Learn various theories of human needs, management and motivation
- Explore issues of personal and company responsibility on the issue of happiness
- Explore the importance of leadership and teamwork in the pursuit of happiness at work
- Discover the role of incentives, rewards and punishment in individual and organizational performance
- Generate ideas on how to foster true engagement where the individual and the organization help each other grow on a continuous basis
- Have a good time!

ORGANIZATIONAL BENEFITS

Leaders and managers will develop insights on how they might improve work performance by fostering happiness in their organization.

WHAT PARTICIPANTS SAY ABOUT THIS WORKSHOP

"A well-balanced workshop blending the right theory with spot-on real barriers that undermine happiness at work. Highly interactive in terms of execution, having fun and engaging everyone to stretch their limits."

Panicos Christopoulos, Managing Director, 360 Insights (Romania)



APPROACH

Engagement is the genuine involvement of people in the fortunes of an organization and the genuine involvement of an organization in the fortunes of its people. Engagement is therefore a moral contract that also generates passion and progress and enhances energy, a crucial source of creativity.

This workshop will use research beginning from the early twentieth century through to contemporary work and in particular the evidence-based theories of the past ten years.

The work of Maslow on human needs and Herzberg on motivation is presented. Frederick Taylor's theories of work and Henry Ford's practical implementation of these is juxtaposed with MacGregor's management Theory X and Theory Y. Most of the theoretical emphasis however will be on theories of Flow by Csikszentmihalyi, Positive Psychology by Seligman, Lyubomirsky, Diener, Fredriksson, Ben-Tahal and others.

Organizations will succeed in engaging employees through honest discussion to harmonize each other's expectations on challenge, contribution, recognition, personal development and reward on a continuous basis. Remuneration and its structure is an important, though not the most important, factor for engagement.

This course is particularly powerful when combined with satisfaction surveys that participant organizations may administer from time to time.

Participants will engage in a voyage of self-discovery, as well as discovery of their colleagues and their company. The issues of Energy, Engagement, Trust, Individual, Team, Money and Diversity will be explored.

The workshop includes highly interactive exercises, team challenges including relevant work-related challenges, and original presentations.

PERFORMA

Performa is dedicated to **helping organizations enhance their performance** through **creative leadership** and **innovation**.

Performa offers consulting, workshop design and facilitation, speaking engagements and interactive events.

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