

Productive

- and happy!

Jon Kjær Nielsen

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Task:

Share a succes from the
past week

Take action

- Decide on 1 to 3 things you will do after today
- Small steps!





Jon Kjær Nielsen - Speaker & Author

M.Sc. in engineering, 2002. Former HR Specialist.

Independent consultant since 2006.

Biker, book-worm, chef, nomad





accenture



BILKA



BESTSELLER*

Danske Bank

Deloitte.



HMN
GASSALG



krak



københavns E



KØBENHAVNS KOMMUNE

midt
regionmidtjylland



KØBENHAVNS
UNIVERSITET

microsolutions

» movia

NIRAS

Nordea



novo nordisk®

novozymes®
Rethink Tomorrow



ROSKILDE
KOMMUNE



Silkeborg
Kommune

SKAT



RAMBOLL

RISØ



telenor



TEKNOLOGISK
INSTITUT

TERMA®



vejle
KOMMUNE

youSee®
mere ud af skærmen





Materials after today: HappyWays.com/simcorp

- My presentation
- Articles
- The HappyWays Podcast!



HappyWays 🤔👍

Happy at Work:
That's why!

HBR.ORG

Harvard Business Review



JANUARY-FEBRUARY 2012

68 The Big Idea

Runaway Capitalism
(Beware the Peacock Effect)
Christopher Meyer and Julia Kirby

139 Managing Yourself

The Skills Every
21st-Century
Manager Will Need

186 Life's Work

Kareem Abdul-Jabbar

PLUS Audacious Ideas 2012

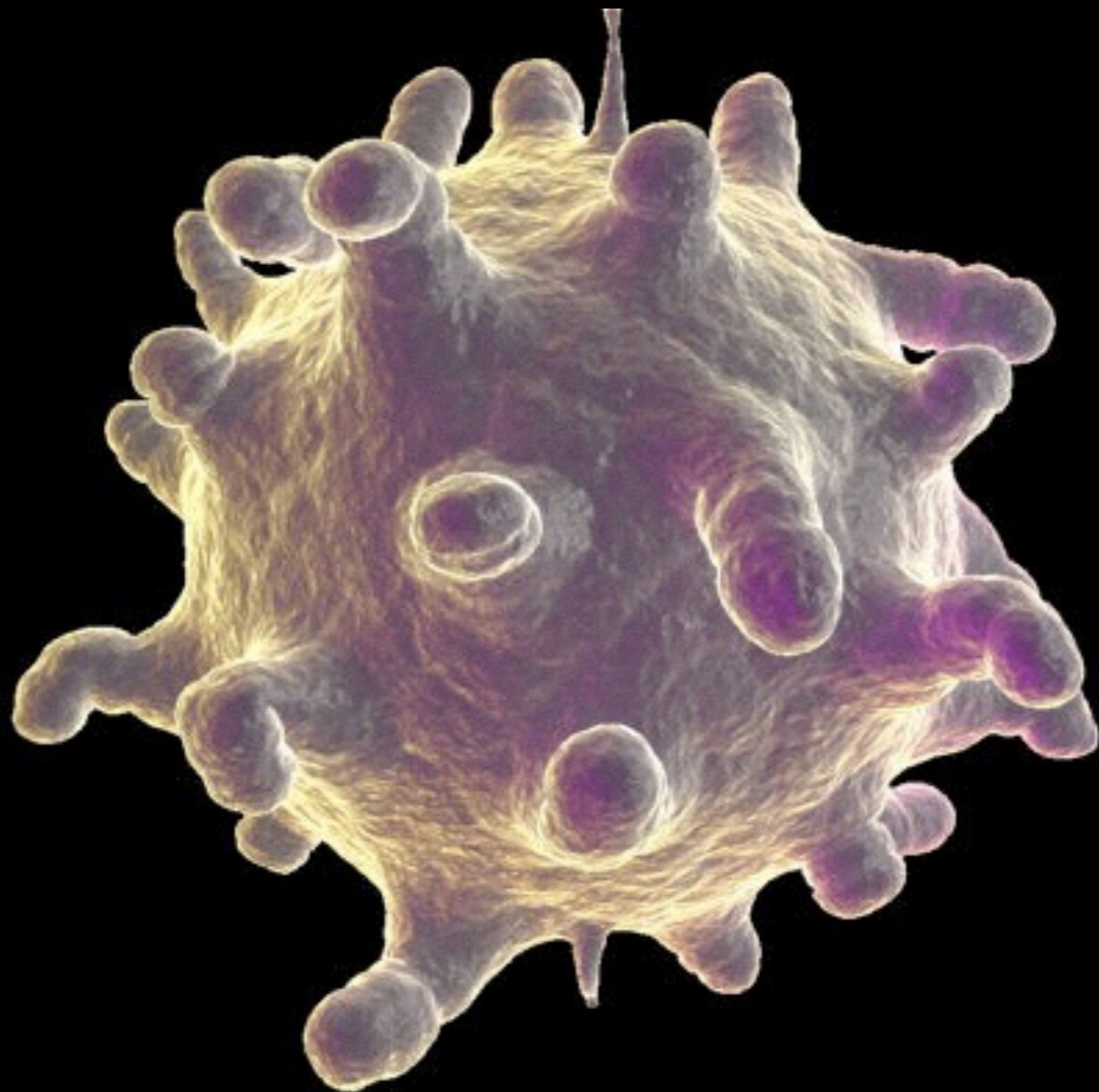
SPECIAL DOUBLE ISSUE

THE VALUE OF HAPPINESS

HOW EMPLOYEE
WELL-BEING
DRIVES PROFITS







Productivity:

...happy doctors are 19%
faster at making an
accurate diagnosis



Neurointensive therapy ward



**Neurointensive
therapy ward**

**Sick leave:
15% -> 2%**



**Neurointensive
therapy ward**

**Sick leave:
15% -> 2%**

**Annual savings:
DKK 2+ mill.**



Sales:

Optimistic salespeople
make 88% more \$\$\$



Sources of happiness

Task:

Think about a really
good day



Negative impact

- Problems with the Hygiene Factors

The Victim T-shirt



Negative impact

- Problems with the Hygiene Factors
- Whining and complaining
- Lack of recognition

“We’ll have
to wait and
see...”



Promise

Gain more than 1
hour of extra time
per day

Question:

How much work is
there?

How much work is there?



There is too much work

#1



The myth of overwork





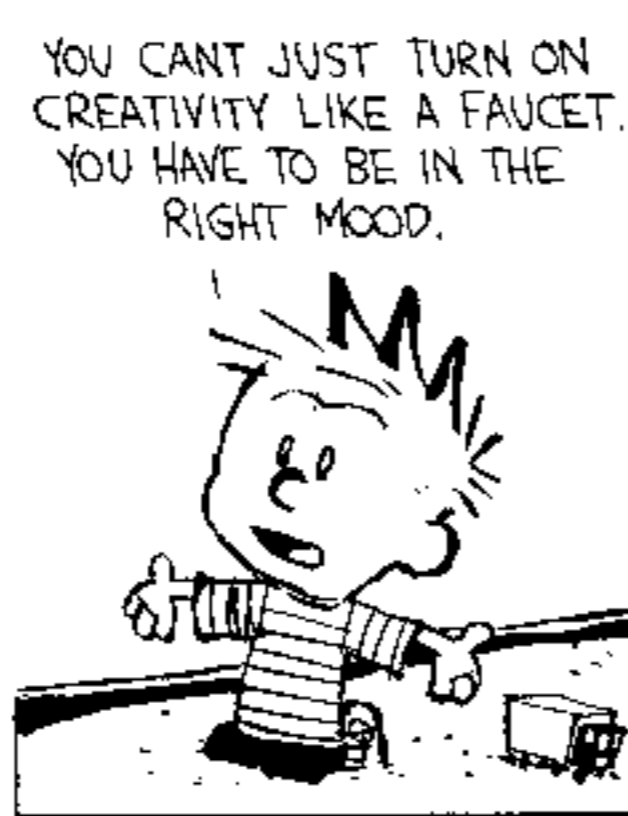
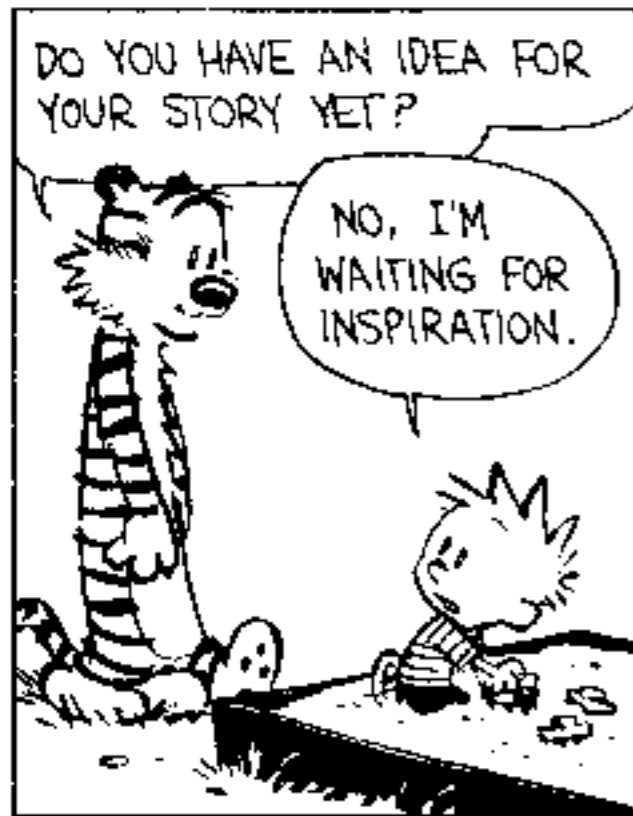
We built the company that
we'd want to do business
with. We hope you do too.

#2

It is possible
to be happy at work
even when too busy



Parkinsons Law

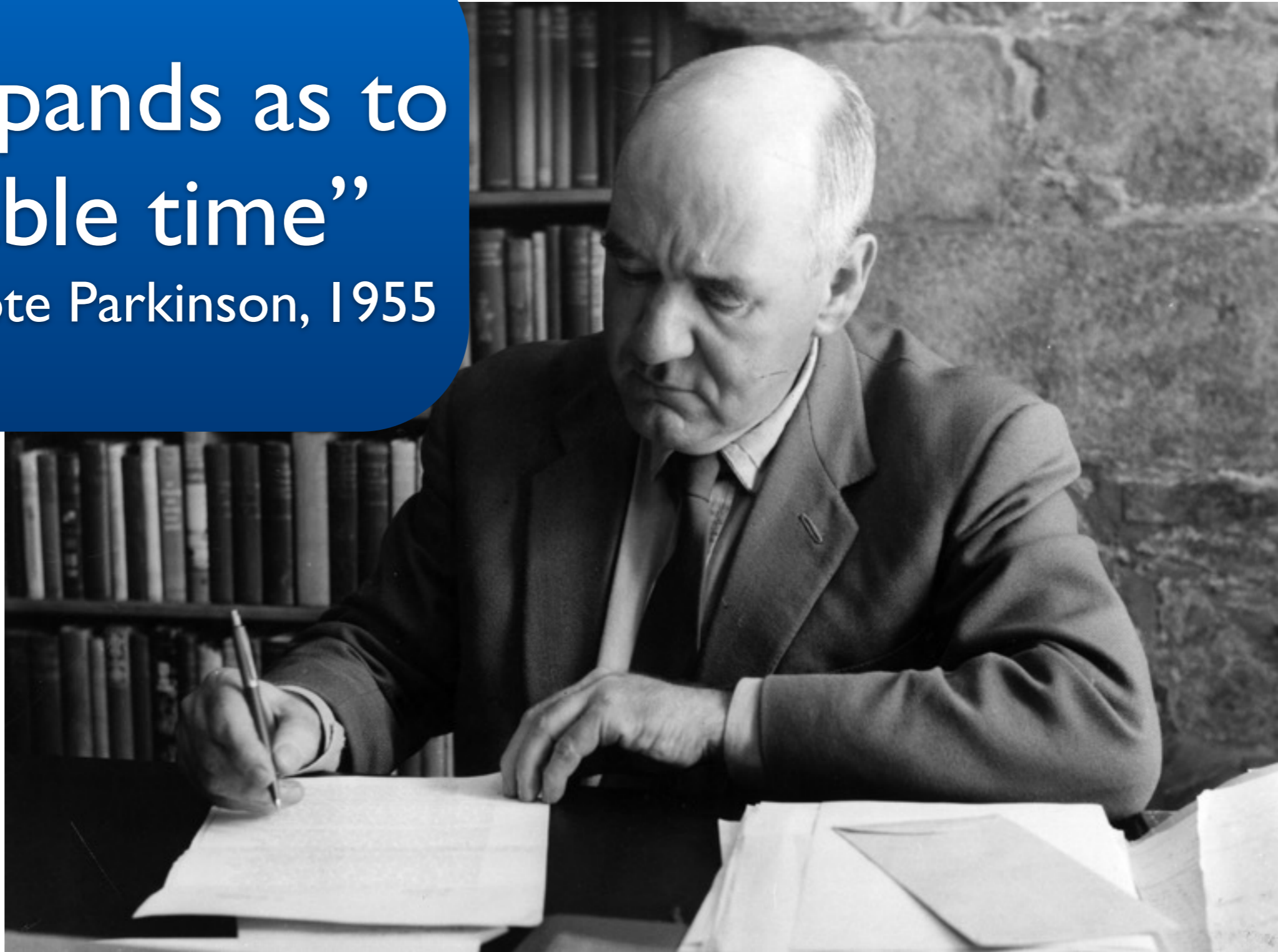


#3

Parkinsons Law

“Work expands as to
fill available time”

- Cyril Northcote Parkinson, 1955

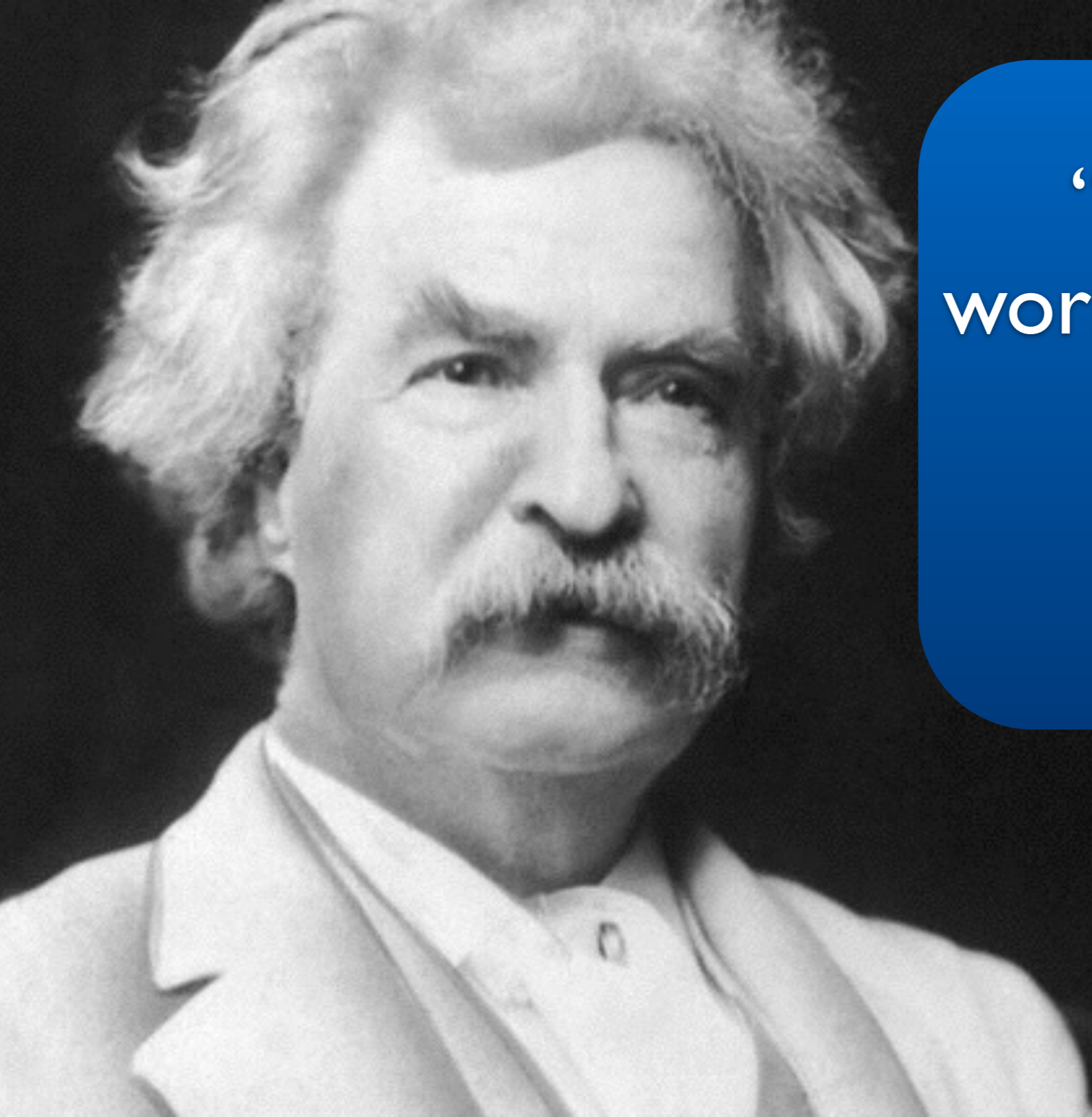


Electronic Mail



6 rules for better use of email

- Do not have the mail client running 24/7
- “Doing email” is a separate to-do item
- Never (!) read email before making today's to-do list
- Don't leave it for later, once you start
- Move dates and all information to your calendar
- Articles and attachments are read later



“I’ve had a lot of
worries in my life, most
of which never
happened”
- Mark Twain

#4

Worries and problems
grow when you add time

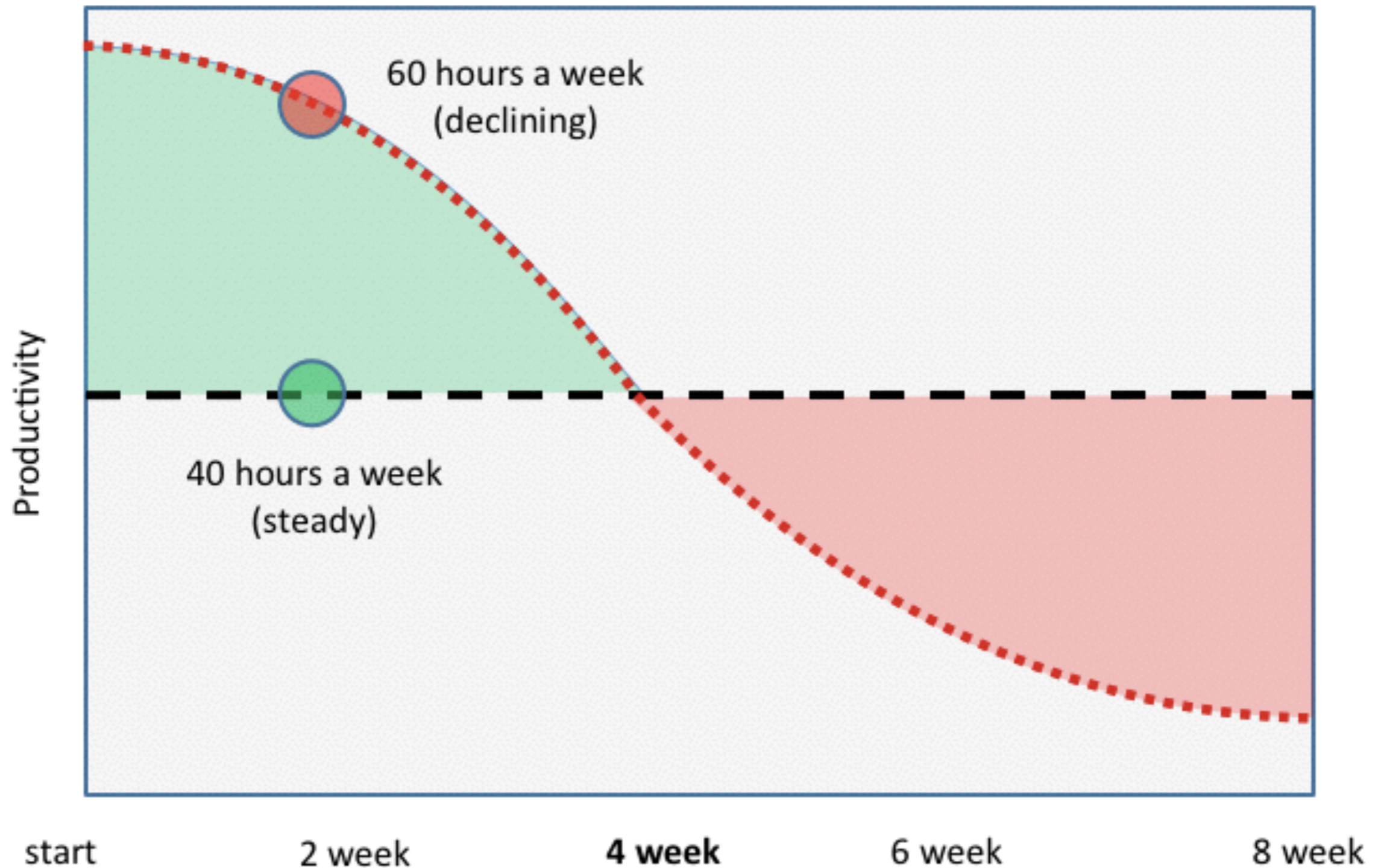


#5

Productivity and hours
spent are not connected



Productivity and overwork



#6

“Urgent” does not make it
more important - but we think so



#7

BIG GOALS motivate





#8

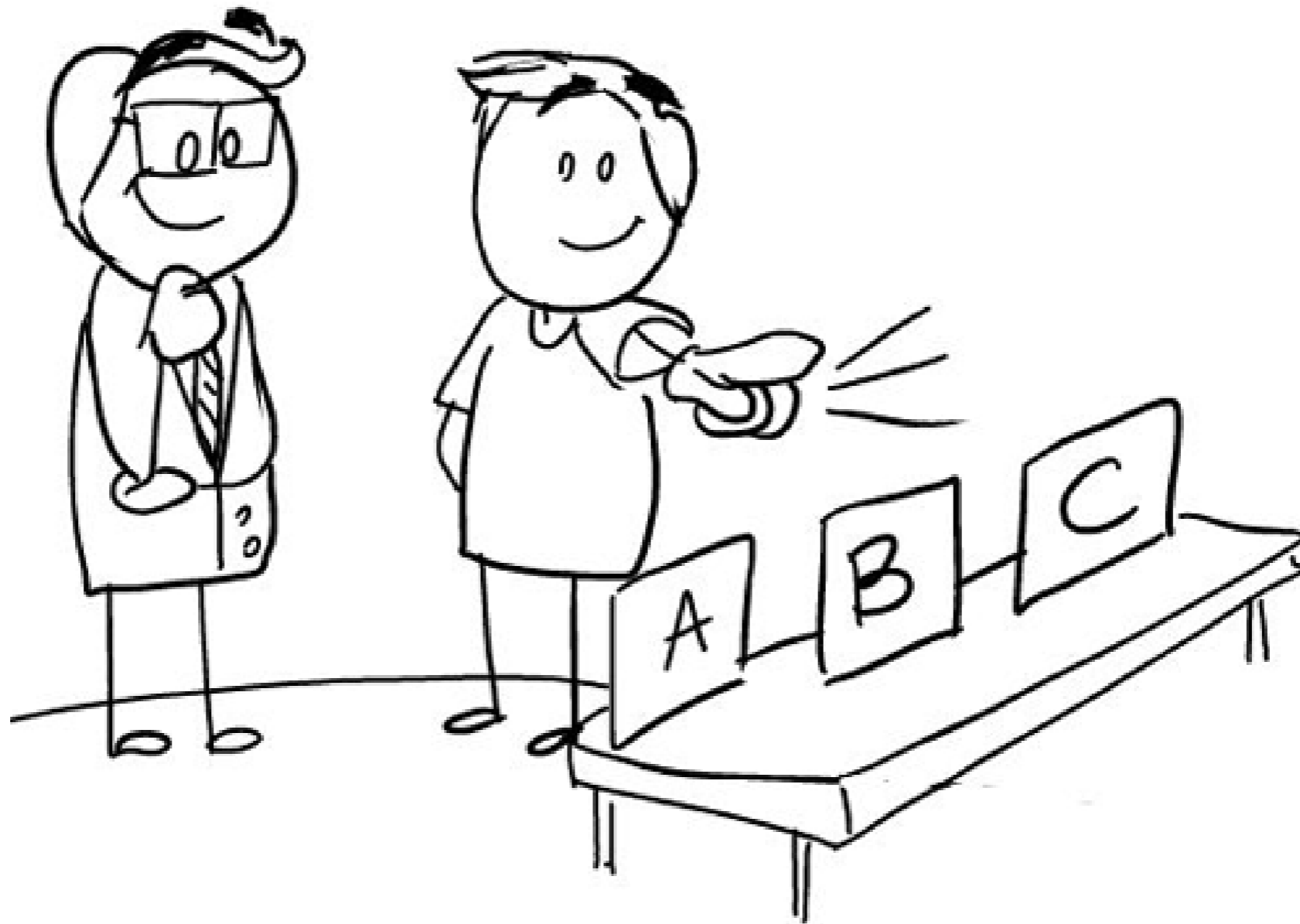
The Google Effect:

We tend to forget information
we know we can find again



Decision making is a scarce resource

#9





Perfect is the enemy of Good Enough

#10



20

80

80

20



Overall advice:
Focus on Priority One



The myth of planning

The Planning Fallacy:

How do
you feel?

How do you feel?



PRIME TIME

Better Planning

Personal summit



The Could-do

Weekly

- What did I achieve last week?
- What do I expect I will be working on this week?
- Bonus: Share the list



The Morning Ritual

Morning Ritual



1

What is one thing that, if done well, would massively impact my goals?

Morning Ritual



1

What is one thing that, if done well, would massively impact my goals?

2

What will I do today?

App: Pomodoro

For PC:
Tomighty



The Myth of Multitasking



Limited focus



Flow

Measure did-it



Optimism



Benefits

Problem solving

A more healthy life

A longer life

Greater innovation

What Went Well?





EJ2

11/5
How many laughs
and smiles
1/6 on 1/5
one sign set on 1/6
- 100% 1/5



Positive beginnings



Culture



Culture

Beliefs
+ Systems

New word:

BRULES

BRULE

Bullshit + Rules

#33 Order of the Elephant



Next: Death By Meeting



The usual suspects

- Have an agenda...
- Send it in due time...
- Everyone prepares...
- Good execution...
- Write up the minutes, get them approved

The radical approach

- Fewer meetings
- Fewer people
- Shorter time
- No table
- Voluntary attendance

Take action

- Decide on 1 to 3 things you will do after today
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Celebrate success





All things end



THANKS !

