

The Role of HR in happiness and success

Jon Kjær Nielsen

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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



Materials after today:

HappyWays.com/mangaardpartners

- Today's presentation
- Articles
- The HappyWays Podcast!



HappyWays 🤔👍

Happy at Work:
That's why!

Happiness

- the bottom line

Productivity Service
Teamwork Sick leave
Sales Employee turnover
Creativity Learning
Leadership



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.**



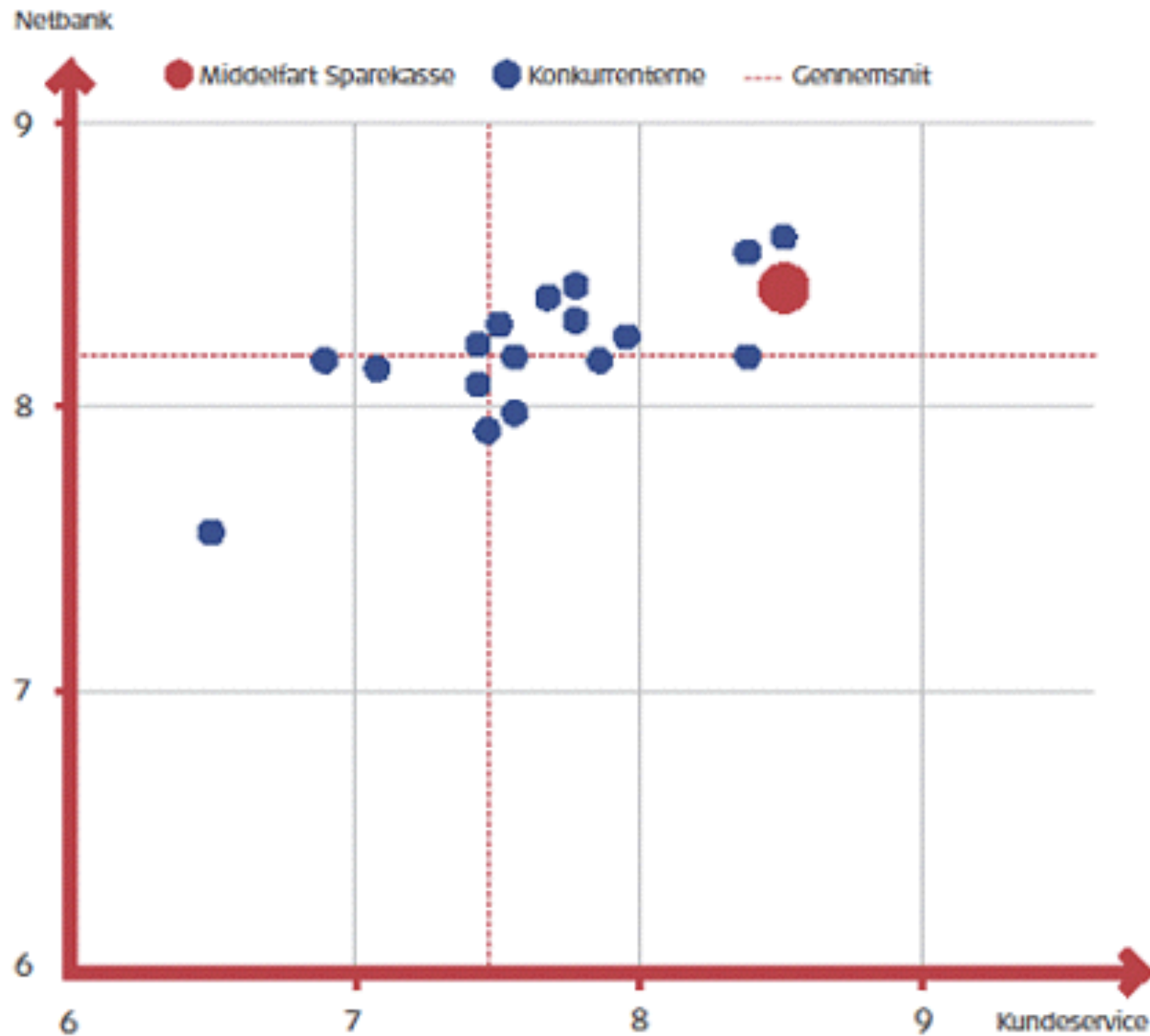
Sales:

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

See: Learned Optimism, by Seligman



Middelfart Savings&Loan



Kilde: Analyse Danmark, november 2011

HBR.ORG

Harvard Business Review



JANUARY-FEBRUARY 2012

48 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



Reactive mode



Culture





**‘Culture eats
strategy for
breakfast’
- Peter Drucker**

Culture

Beliefs
+ Systems

New word:

BRULES

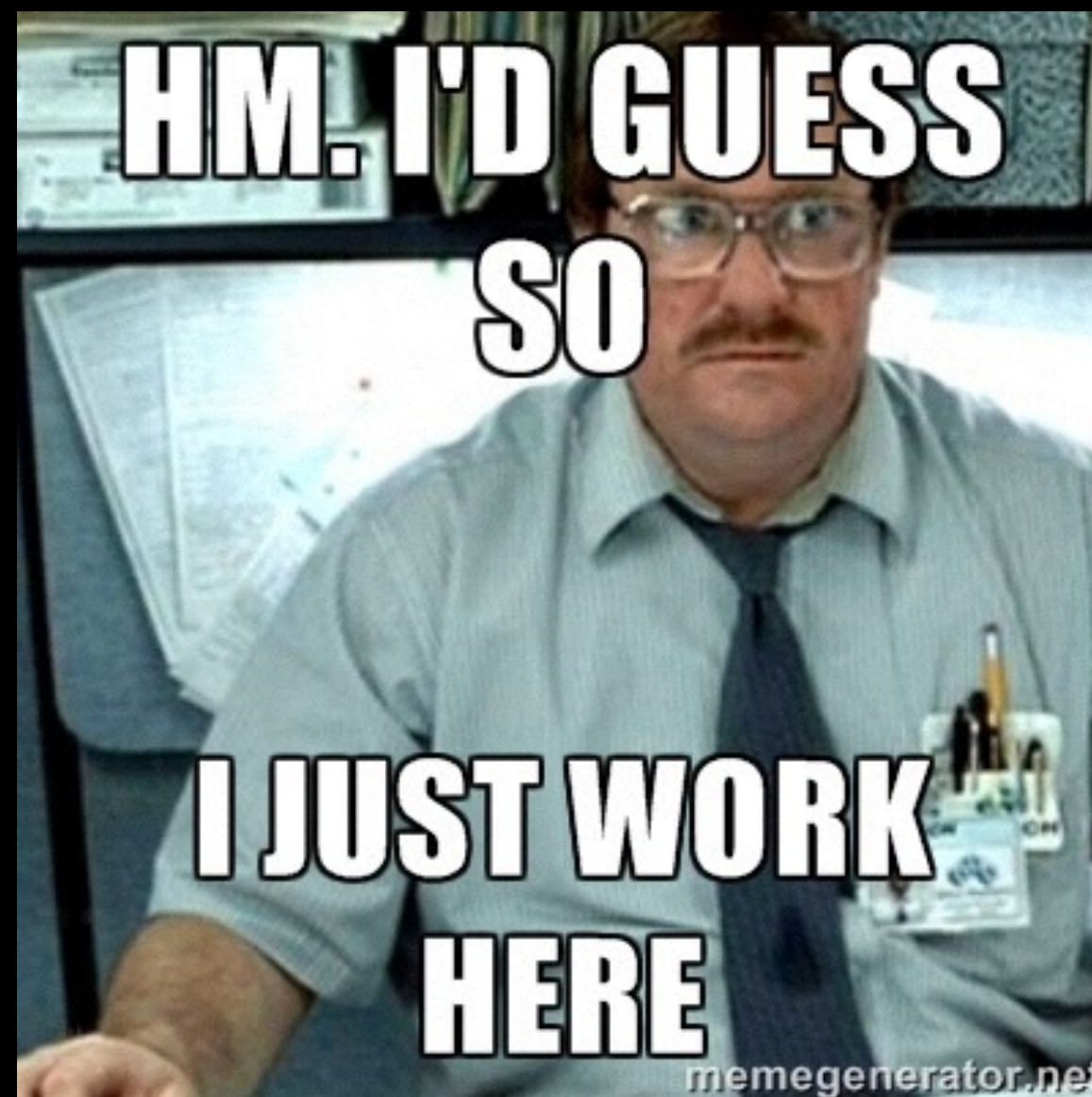
BRULE

Bullshit + Rules

2 issues:

Employees

Managers







We know it's coming!







Cookie Monster effect



Dunning-Kruger effect



MAD

madmag.com

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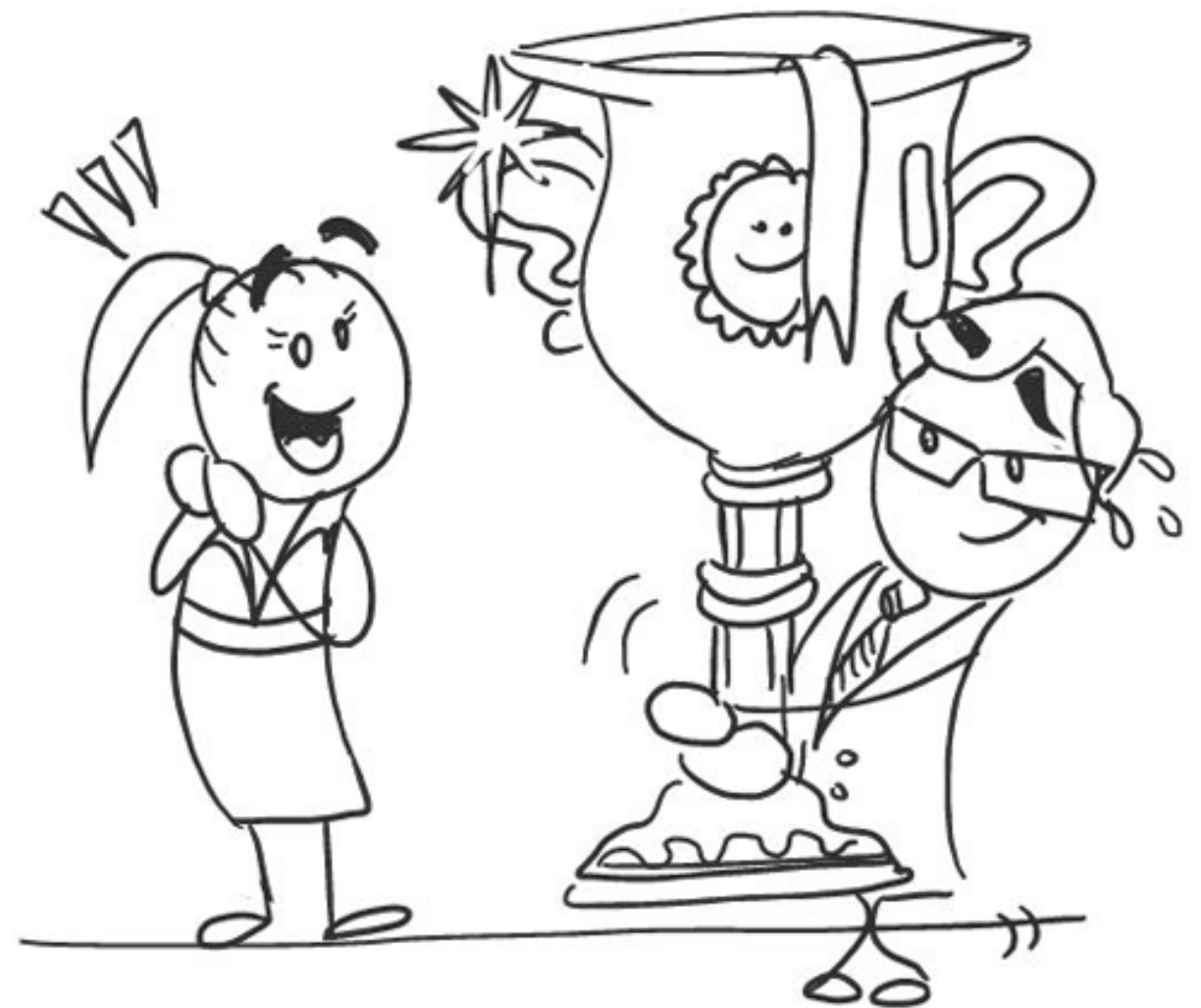
HappyWays.com/mangaardpartners

- My presentation
- Articles
- The HappyWays Podcast!



HappyWays 🤔👍

Celebrate success





All things end



THANKS !

