

The Role of Management in Happiness and Success

HappyWays 🤗👍

A row of beer bottles is shown in a tunnel, illuminated with a green glow. The bottles are arranged in a line, and the light creates a strong perspective effect. The text is overlaid on the bottles.

**Welcome to the world's
happiest nation***

That calls for a **Carlsberg**

KIT



Agenda

- Why happiness at work?
- What causes happiness at work?
- Known issues
- Role of the manager
- Leadership pitfalls
- Shaping our culture

- Good morning
- 1 thing you are looking forward to today



Take action

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

Arbejdsglæde







Jon Kjær Nielsen -
Speaker & Author

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

Independent
consultant since 2006.

Biker, book-worm,
chef, nomad

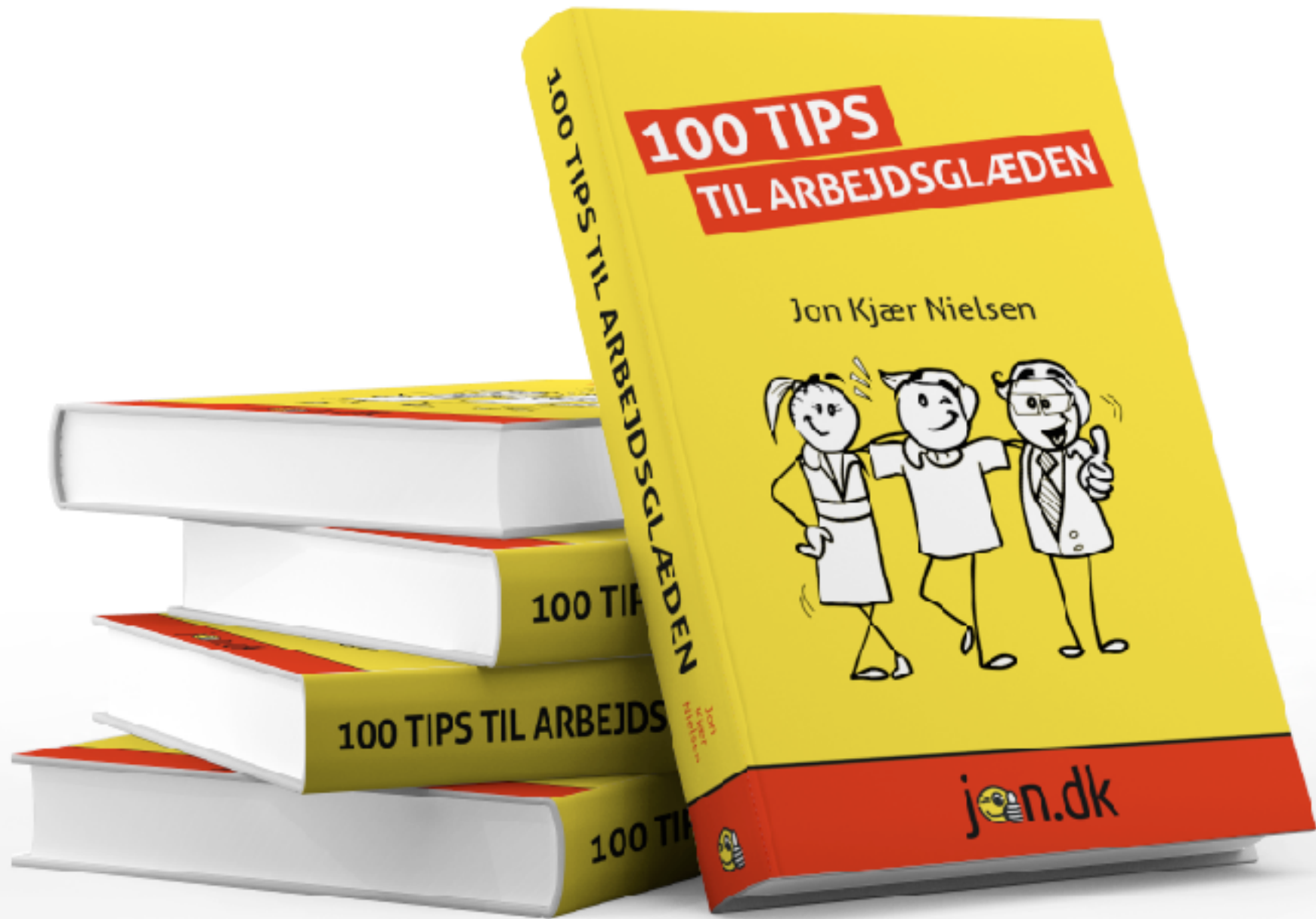


TEHERE
DVI
ZEGRA case
INNOVATE
AUDIOVOX
FACING INC

BMW
TEHERE



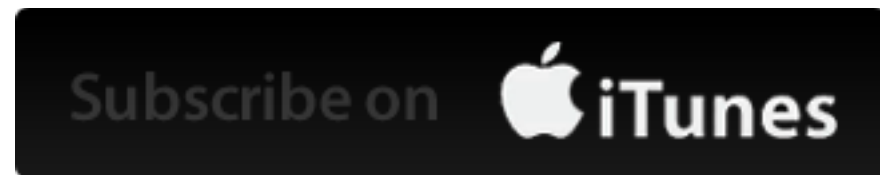
AVAR
HÄLS
STÄLL
TRÄK





Materials after today: HappyWays.com/emerson

- Today's presentation
- Articles and video
- Ebook "The Happy Dozen"
- The HappyWays Podcast



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The HappyWays Podcast

- 02 - Weekly rituals for socializing at work
- 03 - An end to whining and complaining at work
- 07 - Why I hate email
- 09 - Stress, sex and relationships
- 14 - On digital stress and detoxing
- 16 - Hacking productivity for happiness, Part 1
- 17 - Hacking productivity for happiness, Part 2
- 20 - Love your job, or die trying

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Question:

Is a happy workplace
a luxury, or a really
good idea?

HBR.ORG

Harvard Business Review

JANUARY-FEBRUARY 2012

88 **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

166 **Life's Work**
Kareem Abdul-Jabbar

PLUS Audacious Ideas 2012

SPECIAL DOUBLE ISSUE

THE VALUE OF HAPPINESS

HOW EMPLOYEE
WELL-BEING
DRIVES PROFITS

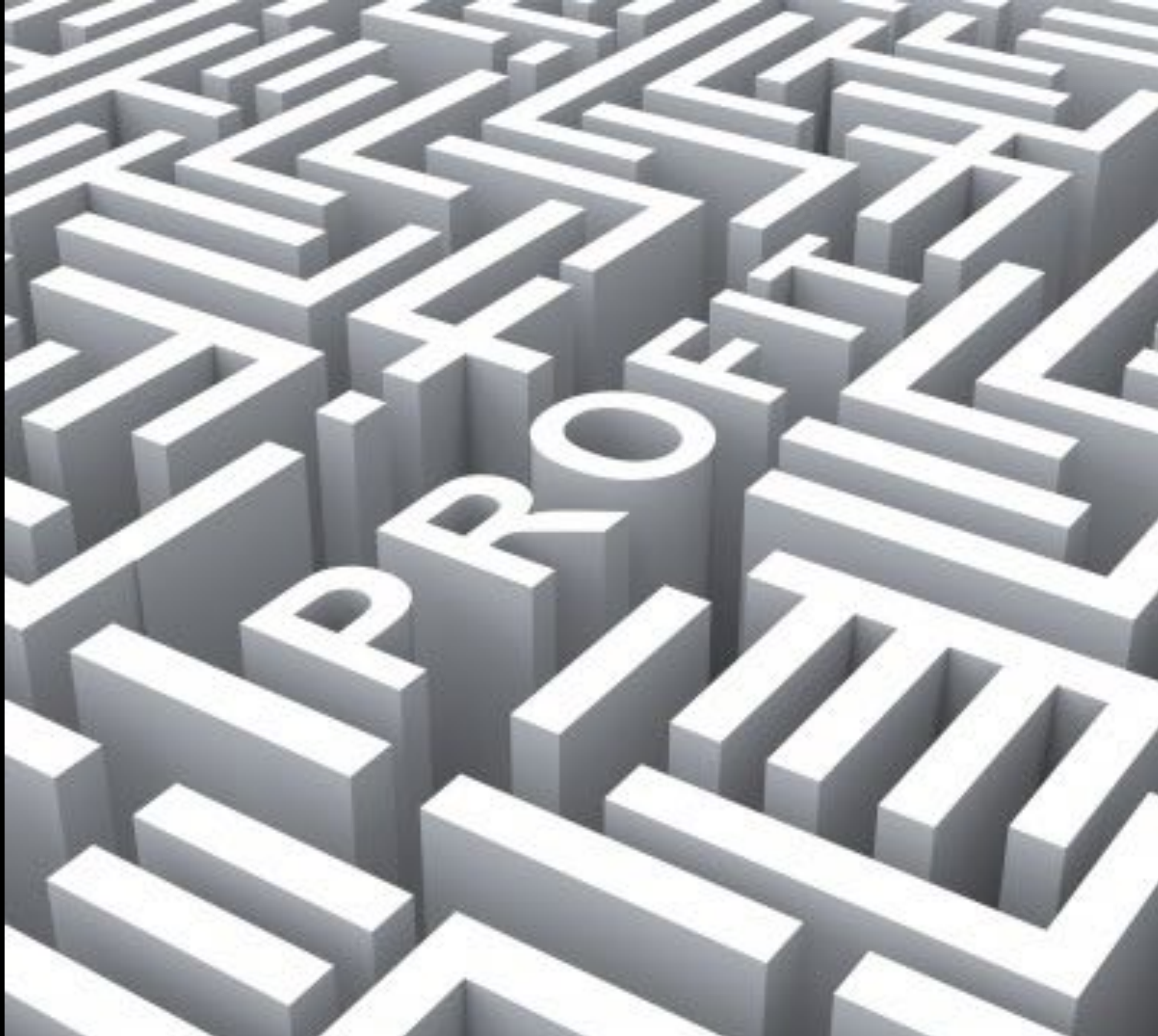




36.8°C



OMRON



Productivity:

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



Sales:

Optimistic salespeople
make 88% more \$

See: Learned Optimism, by Seligman



**THE 100 BEST
COMPANIES TO WORK
FOR IN AMERICA**



**ALL-NEW EDITION OF
THE NATIONAL BESTSELLER**
ROBERT LEVINE, MILTON MACKOWITZ



Total Return (equally weighted portfolios)

Sources of happiness

Task:

Think about a really
good day at work

Assignment

1. Each person shares a story of a good day at work (1 minute)
2. Discuss and take notes about what makes you happy at work
3. -> Plenary



Negative impact

- Problems with the Hygiene Factors

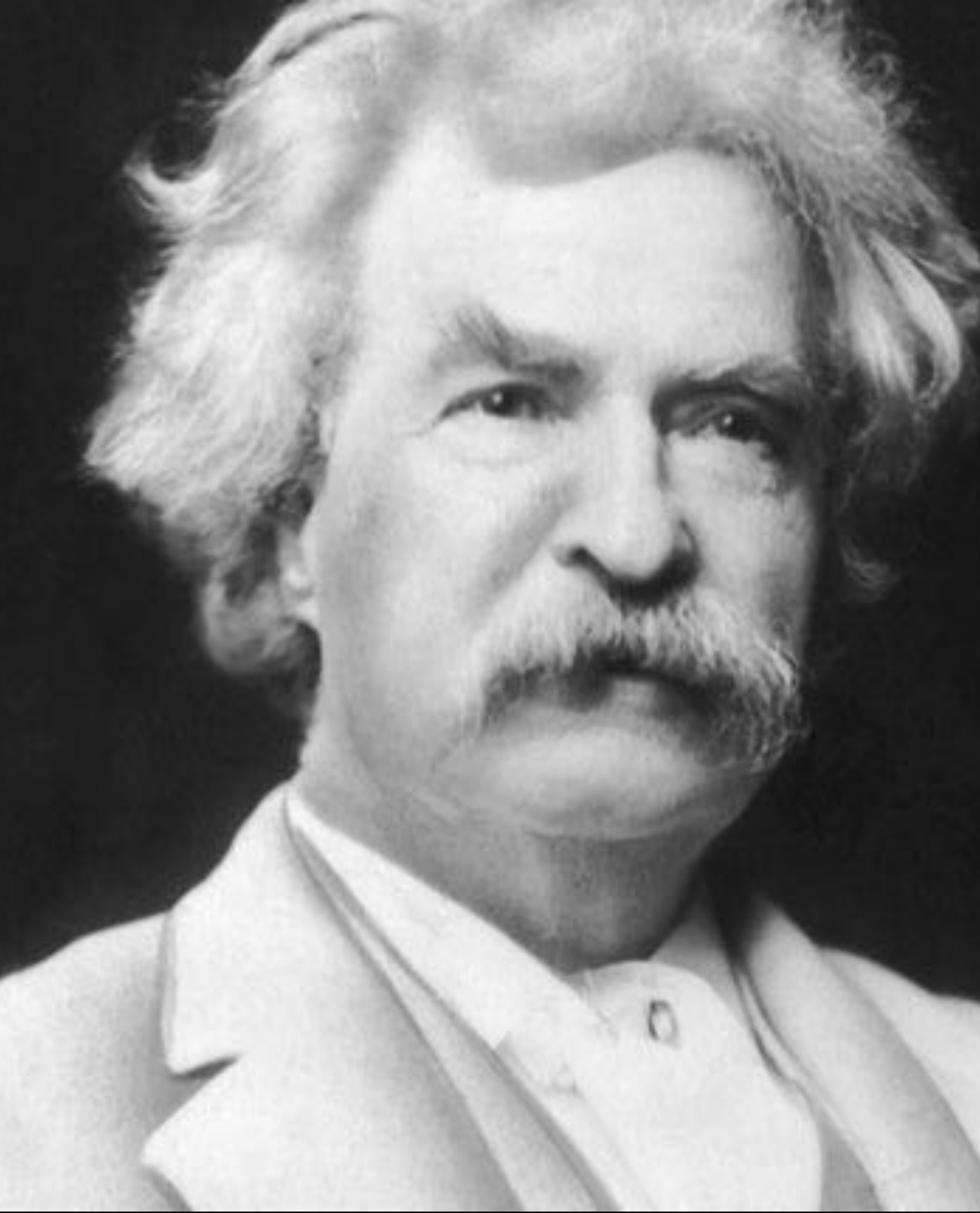


Coca-Cola

Marque déposée

The Victim Shirt





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

HappyWays Podcast
Episode 03:
An end to whining
and complaining

Negative impact

- Disturbances in the Hygiene Factors
- Whining and complaining
- Lack of recognition
- Lack of autonomy
- Bad relationship with your boss



Question:

What's your job?



"In the past a leader was a boss. Today's leaders must be partners with their people... they no longer can lead solely based on positional power."

Ken Blanchard

The job: Constantly trying to avoid demotivating the employees
- Ken Blanchard

Leading from the front



#61 Walkabout



Leadership challenges

- Unprepared for the task

Dunning-Kruger effect



MAD

madmag.com

Leadership challenges

- Unprepared for the task
- Power and influence

Cookie Monster effect




A meme featuring a man with a mustache and glasses, wearing a light blue button-down shirt and a dark tie. He is sitting at a desk with papers and a name tag. The name tag has a photo of a woman and the name 'Moss' visible. The text 'HM. I'D GUESS SO' is overlaid in large, white, bold, sans-serif font with a black outline at the top of the image.

**HM. I'D GUESS
SO**

**I JUST WORK
HERE**

Leadership challenges

- Uncertain future
- Power and influence
- Busy with “work”



A majority of managers
report not having enough
time for their job, due to
spending too much time on
their employees
- Børsen

Leadership challenges

- Uncertain future
- Power and influence
- Busy with “work”
- Top-down / control / no autonomy



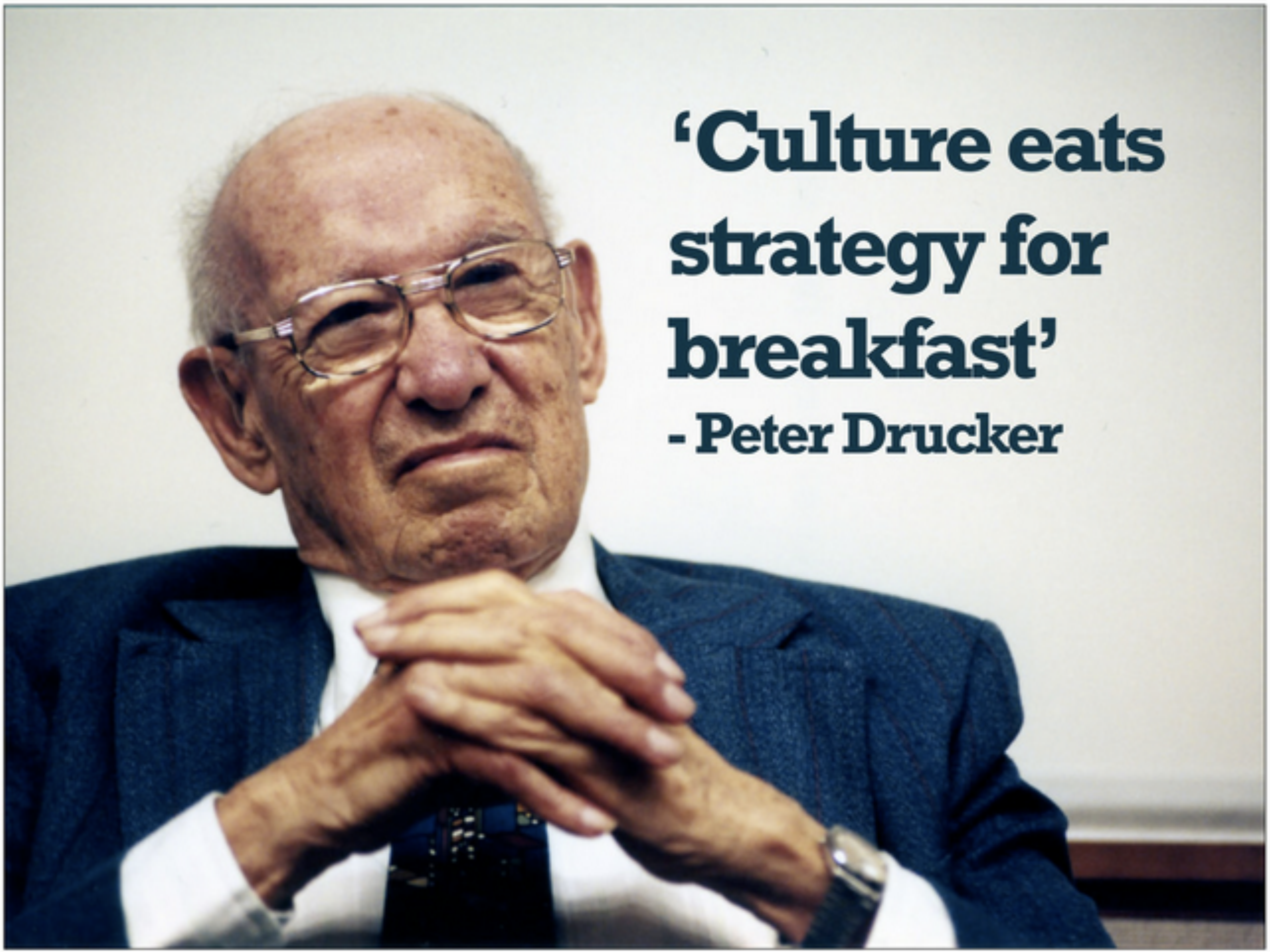
Now what...

The goal: By the next leadership summit, engagement and happiness is up.

- What can each of us do now?
- How do we act as a group?
- Where can employees play a role?

Culture





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



Culture

Beliefs
+ Systems

New word:

BRULE

BRULE

Bullshit + Rule

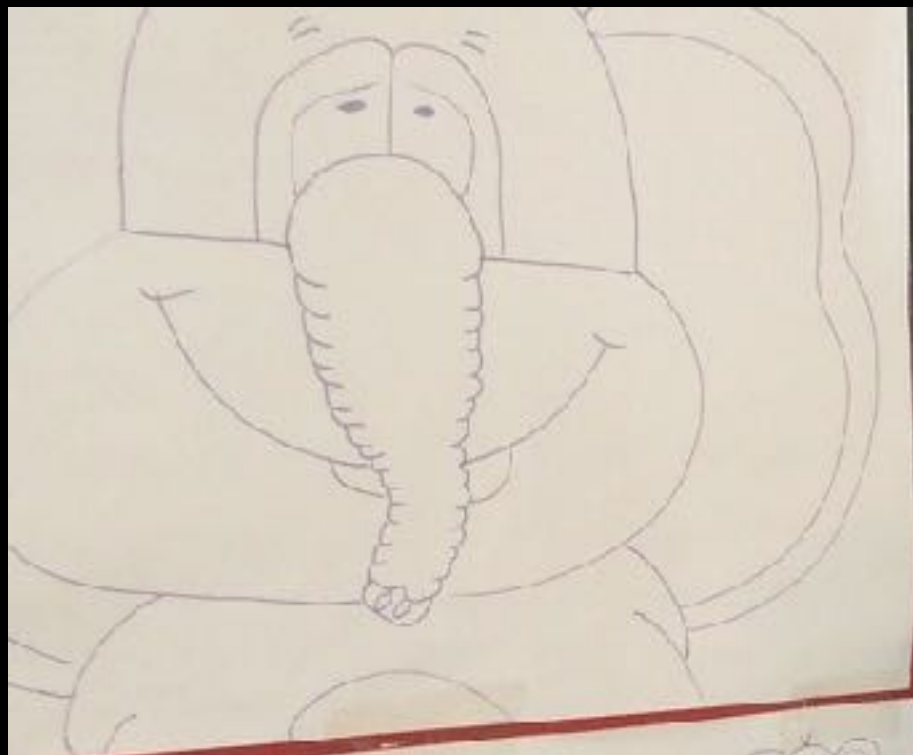
BRULE




BRULE

Bullshit + Rule

#33 Order of the Elephant



LEFANT-ORDENEN 

SADAN GØR DU:

- ⇒ ALLE KAN UDDELE
- ⇒ GIV TIL EN KOLLEGA. = EKS:
 - NÅR DER ER STORT NOGET GODT
 - NOGET FAGLIGT SMART
 - NOGET EKSTRA
 - NOGET DER GØR DIG GLAD
 - STORT DET NEMMERE
- STÅ PÅ SKRIVEBORDET, I DAG OG BESTIL
- ... HVEREN ...



What is the
Emerson culture?



Succeeding



Morten



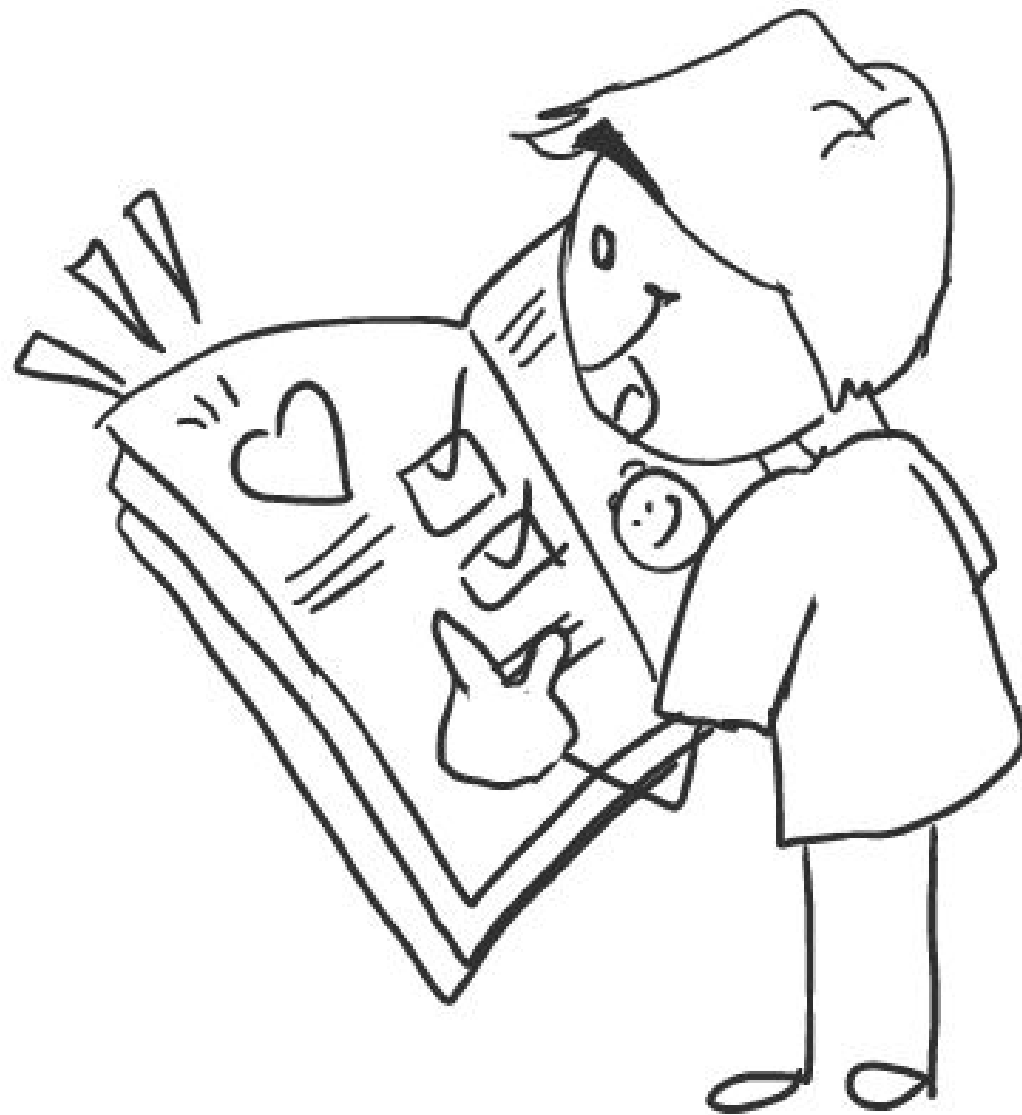
The Rose Day



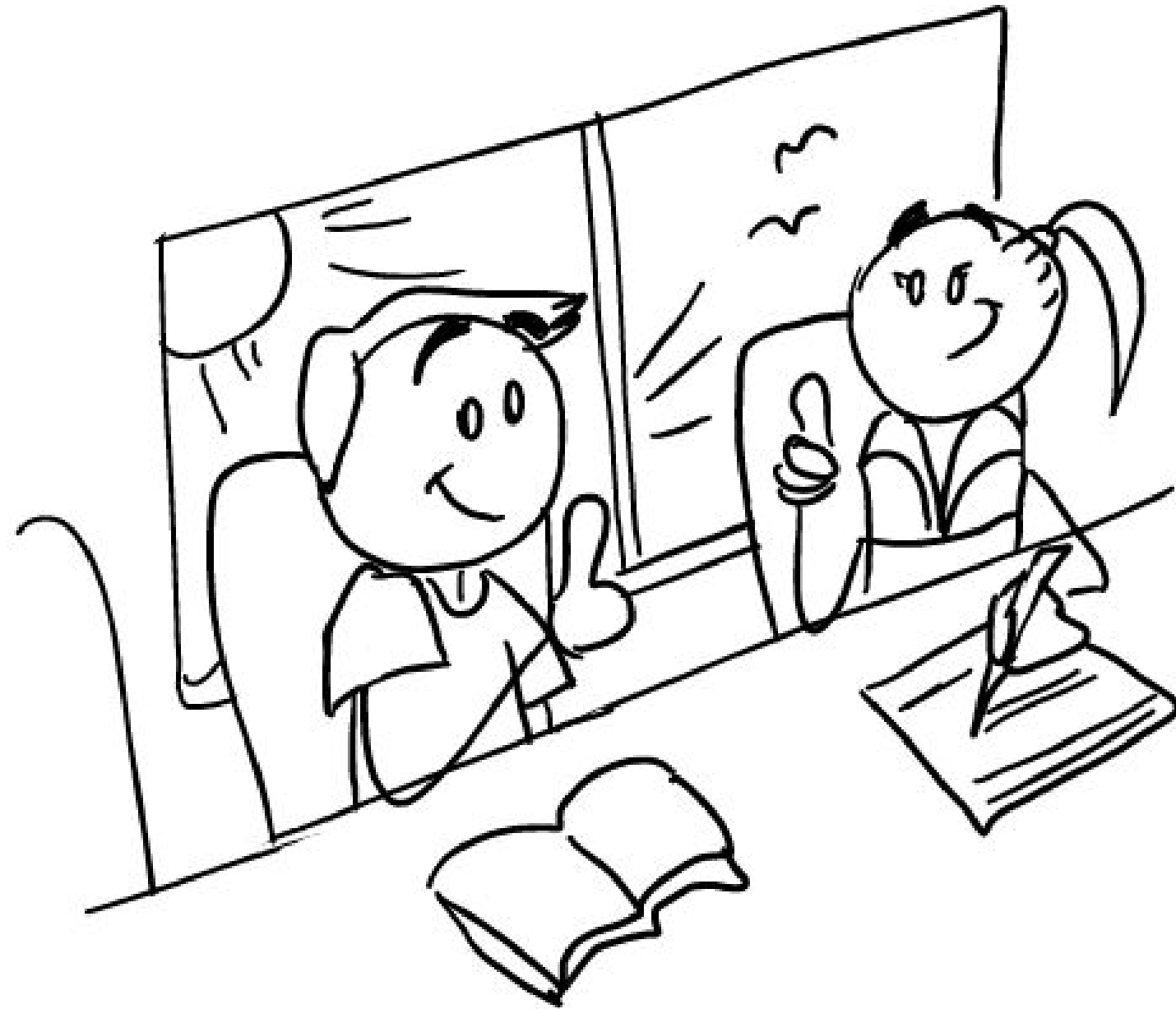
Optimism



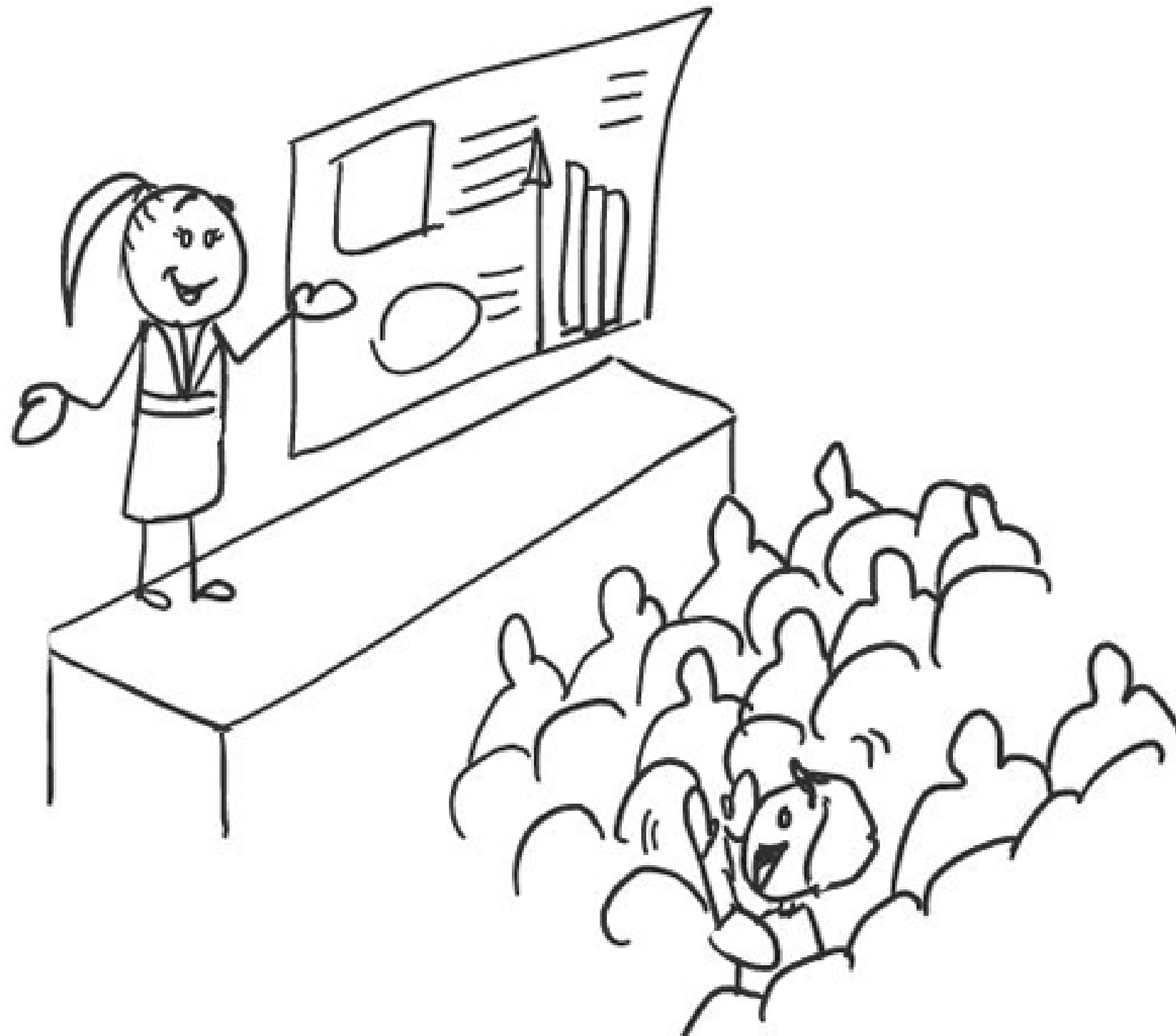
What Went Well?



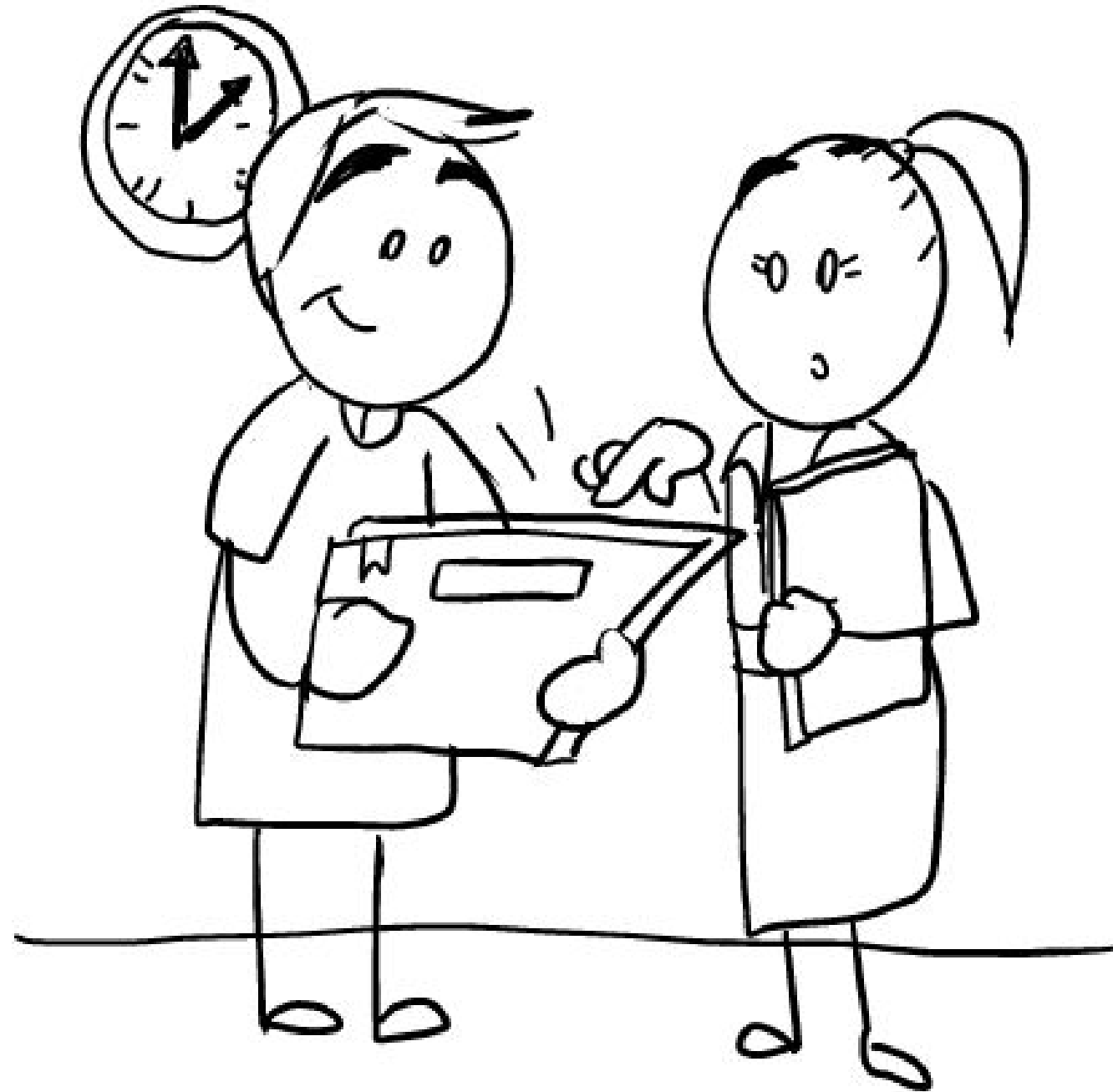
Positive beginnings



#58 Ambassadors



#88 Involve the critics



Succeeding together

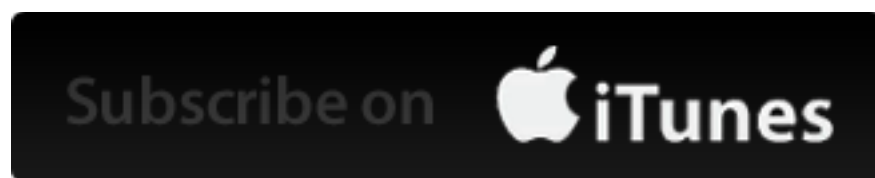


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THANKS !

