



Arne Van Damme

Happiness in business







STRENGTHS



Actions



Positive Reflection Workshop

Gratitude letters

Reflect on peak performances



Engagement Surveys For Managers

Empower your managers to do something with the results. If you can't, then don't do them.



What brings you 'flow' workshop

Have a workshop with a team where you focus on the engagement part of PERMA.



Find the pride in your employer branding

What are people proud of in your organisation? How can you insert that in your employer branding?



Have praise rounds

Every week/month, sit together with your team and give people the time and space to praise someone.



Create language around personality

Don't care which model, do it so people can start actually talking to each other.



SELF-DEVELOPMENT & STATUS



Actions



Employee experience task force

Eradicate unfairness, remove barriers to learning and create an overall great employee experience.



Positive reflection

Reflect on peak performances



Assign personal development responsibility

Stop making employees EXCLUSIVELY 'responsible for their own development'. Assign the responsibility.



Alternative job titles

Work with personas instead of job titles



Find the pride in your employer branding

What are people proud of in your organisation? How can you insert that in your employer branding?



TRUST



barrywehmiller



betterworld

Actions



Grow some balls

Take a decision that shows employees you're meaning business.



Assign personal development responsibility

Stop making employees EXCLUSIVELY 'responsible for their own development'. Assign the responsibility.



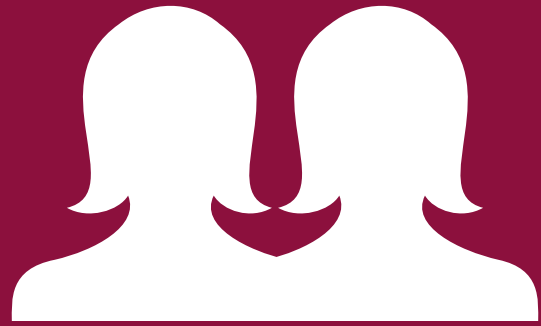
Define team goals

Shift towards team goals and rewards.



Pimp your one-on-ones

Let managers brainstorm on what kind of one-on-ones to do.



RELATEDNESS



Be a Host

Serve others so they feel they belong. We stretch our empathy until our guests feel 100% appreciated.
Everyone is a guest.

Champion the Mission

Create a global experience of belonging for anyone, anywhere. Those who work for, in, or around Airbnb agree to champion the mission by living it.

Every Frame Matters

Think holistically. Execute with obsession to detail.
Success is measured by pride, not credit.

Be a "Cereal" Entrepreneur

Everyone is creative. Think scary big. Volunteer for impossible situations. Get shit done.

wework



Actions



Define unique values

Define values that wouldn't suit your competitors



Grow some balls

Take a decision that shows employees you're meaning business.



Take care of your alumni

Make sure your alumni are treated well.



Praise rounds

Have meetings where people get the time to thank one another.



Happiness Habits

Gratitude - Use Strengths - Learn optimism - Resilience



Upgrade yourself

Say "you'd do the same for me" instead of "no problem". Also, be happy when you see people.



MEANING

The logo consists of a black silhouette of a mountain range with several peaks of varying heights. The word "patagonia" is written in a white, bold, lowercase serif font across the middle of the mountain range.

patagonia

Actions



Create a purpose that's real

I'd prefer a purpose like 'Fix printers for once and for all' over 'make people happy everywhere'.



Introduce OKRs

Shifting responsibilities to align with business priorities automatically increase feeling of impact.



Find the pride in your employer branding

What's already good? There's (almost) always something that's already good.



Employee experience task force

Remove barriers to learning, create more outward looking jobs, ...



Make time for gratitude & pride

Do it via praise rounds, workshops or all-hands meetings.



FAIRNESS



Actions



Employee experience task force

Eradicate unfairness first



Reflect on peak performances

What is something you are proud of? How did it make you feel? How did you attain that goal?



Ratingless rewarding

Requires a little more explanation



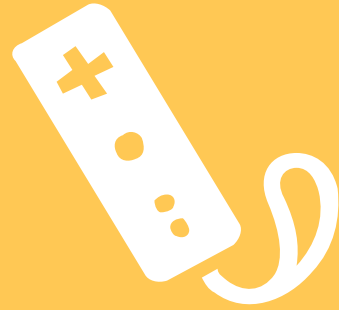
1-on-1 brainstorm

Let managers brainstorm on what kind of one-on-ones they are having right now & which ones to introduce.



Get rid of individual bonuses

Move to team/company bonus or no bonus at all.



EXERCISE

Actions



Remove barriers to exercise

It should be easier to sport than not to sport





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