

Let the core mission lead the way

Ørsted, March 2022
with Jon Kjær Nielsen



Materials: [jon.dk/orsted](https://www.jon.dk/orsted)





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

That calls for a **Carlsberg**

KIT



Arbejdsglæde

[arh-beids-gleh-de]

= Work Happiness







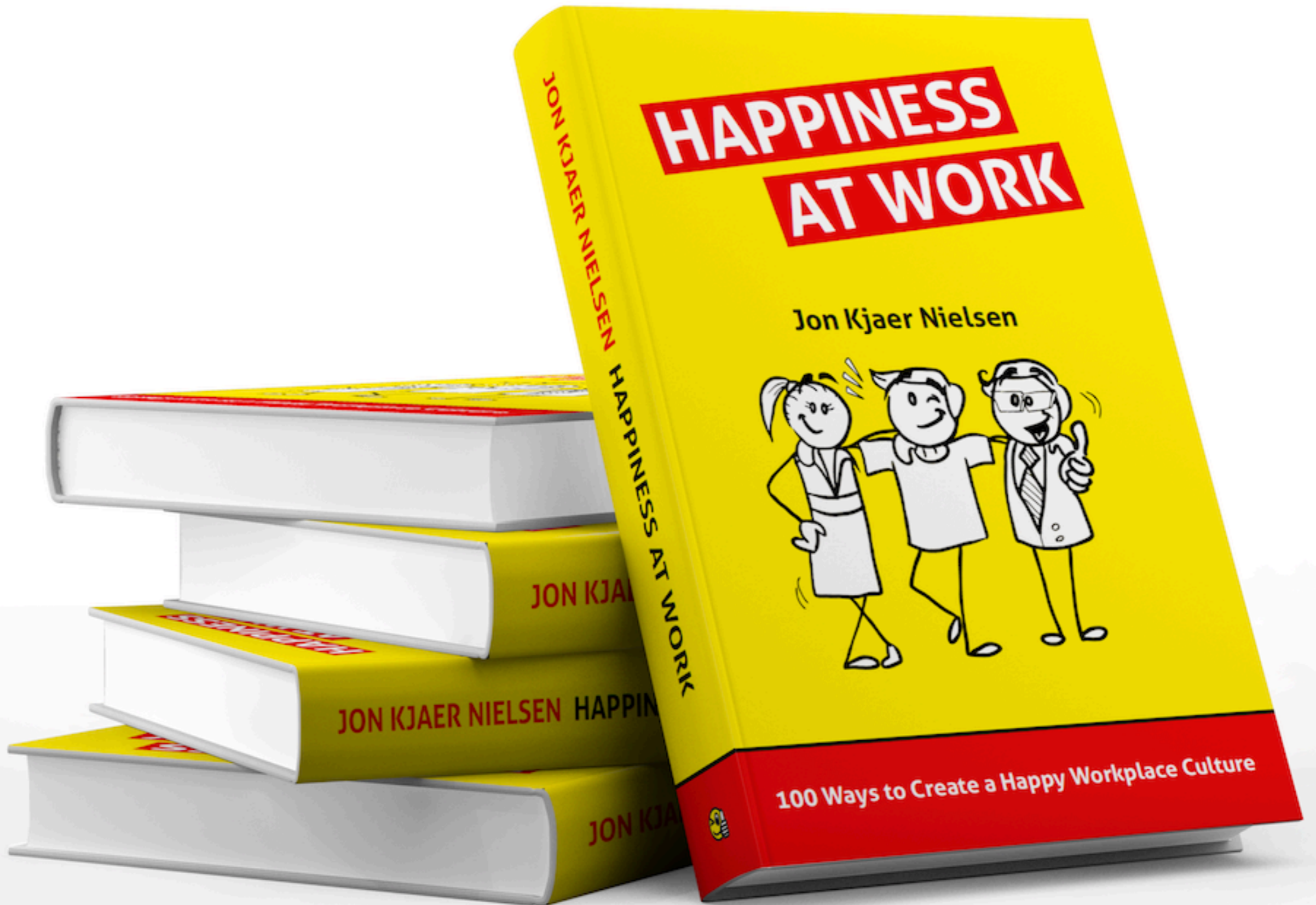
Jon Kjær Nielsen
Speaker & Author

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

Independent consultant
since 2006.

Biker, book-worm, chef,
podcast host





HAPPINESS AT WORK

Jon Kjaer Nielsen



100 Ways to Create a Happy Workplace Culture

JON KJAER NIELSEN

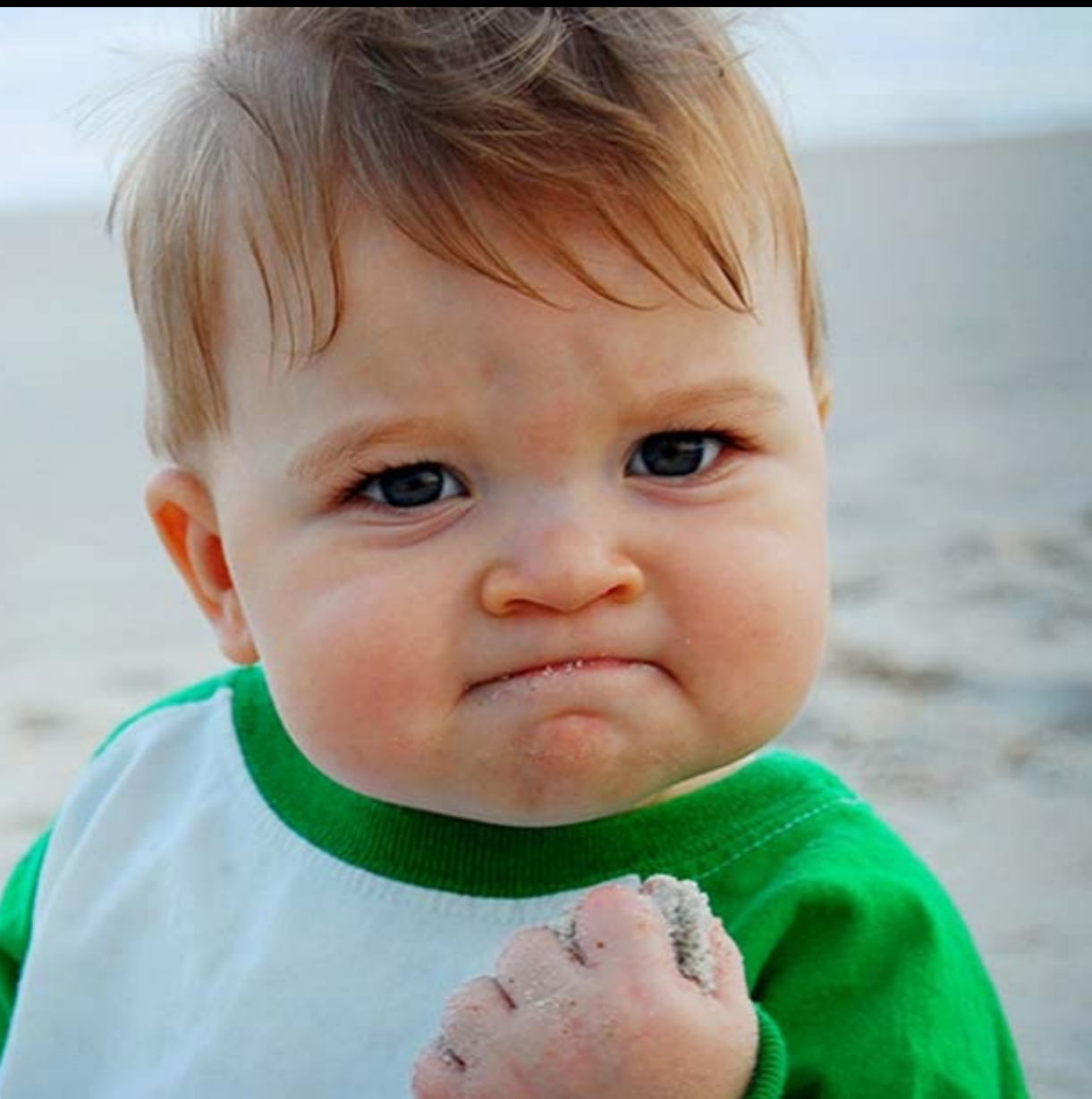
HAPPINESS AT WORK

JON KJAER NIELSEN

JON KJAER NIELSEN HAPPINESS AT WORK

JON KJAER NIELSEN

Take action for better days



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

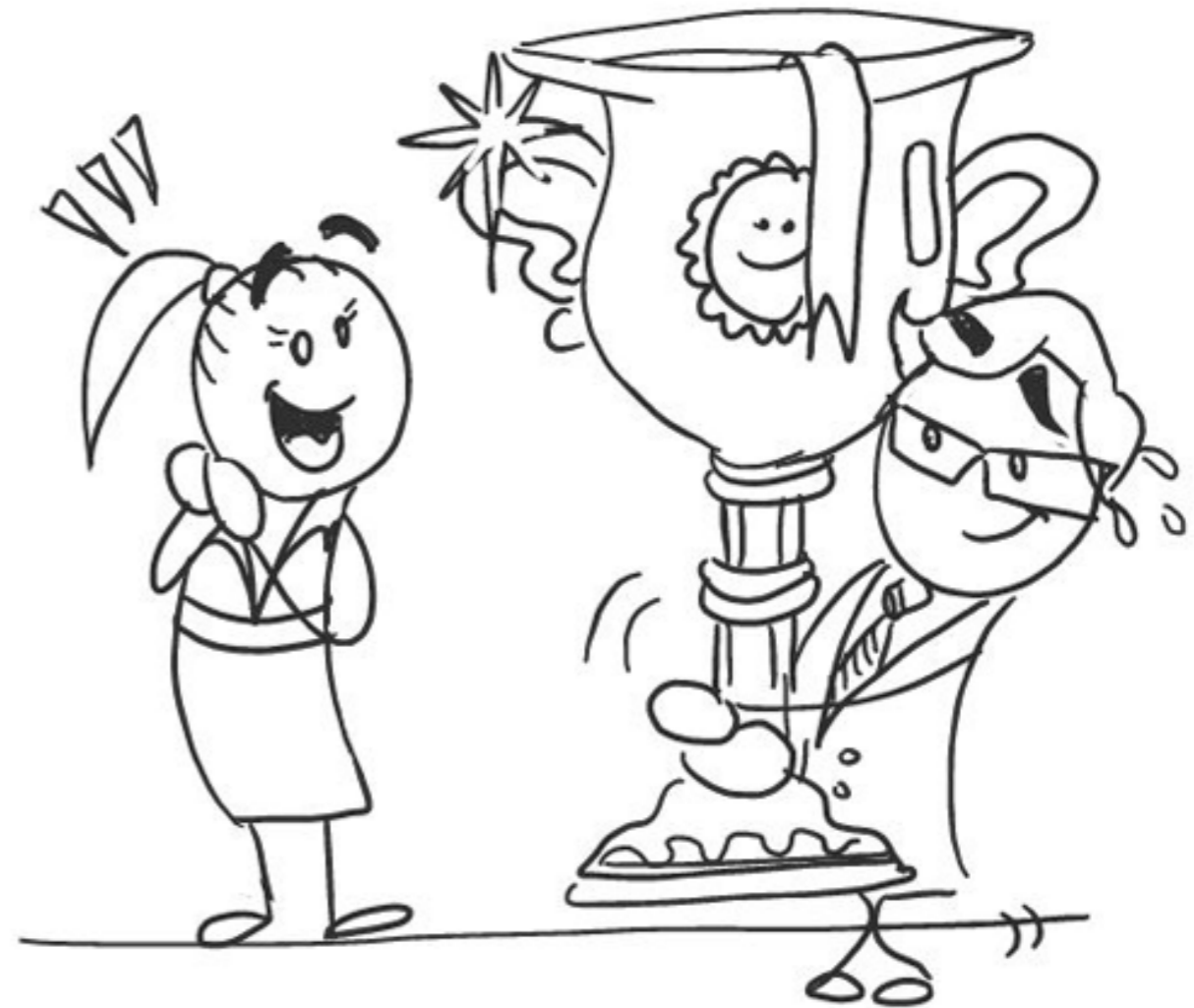
Question

What is success
for any workplace?



Success:

Delivering on
purpose





Purpose / core tasks / mission





TESLA





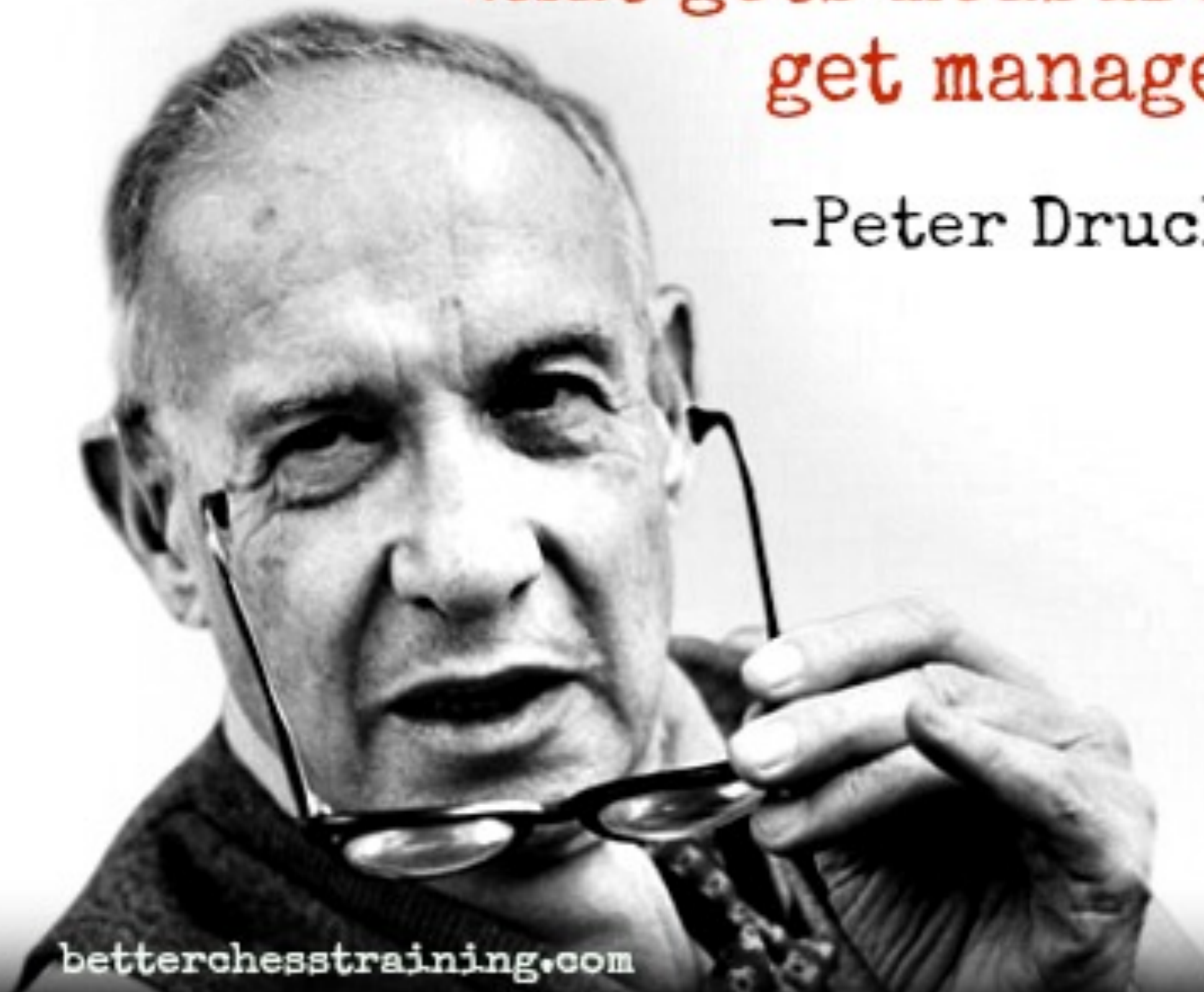
Secondary: Instrumental goals





What gets measured,
get managed.

-Peter Drucker



Question

What is your core mission?



Our priorities



Colleagues

Company

Customers

Balance:



Psychological
safety

Performance

Read more: [Amy Edmondson and her concept “Teaming”](#)

“We’ll have
to wait and
see...”









1874 "Star" Roadster
This carriage was built in the late 1870s and is a fine example of the early automobile era. It features a large canopy and is designed for passenger transport.

This Vehicle Adopted By:
Western Lake Erie Chapter SDC

TESLA





Change happened

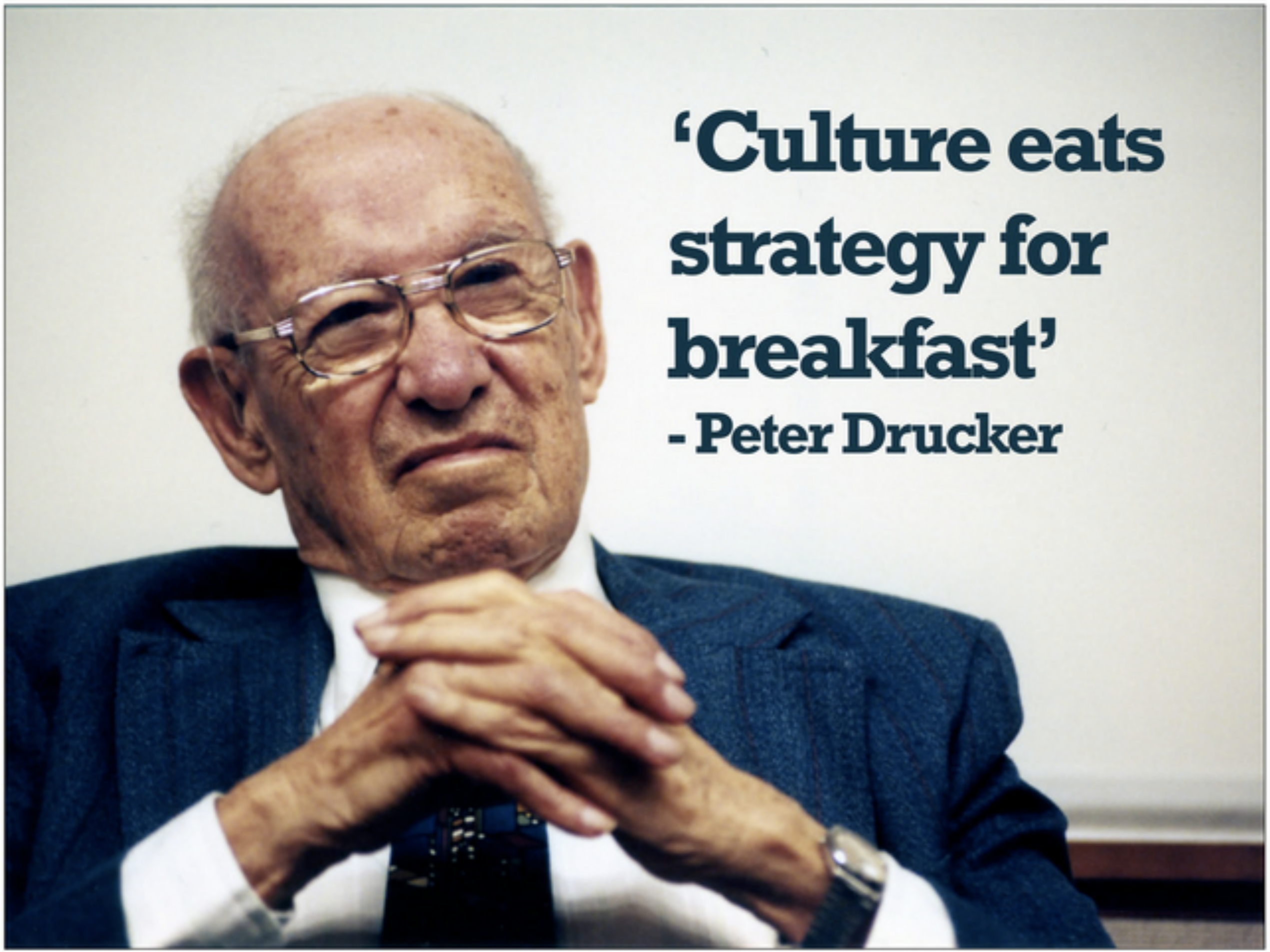


Key:
Willingness to
jump off the fence



Culture





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





Ohno's circle

Asking
“why?”



#83 Listen to your new people





“If you want
truly to
understand
something, try
to change it”
- Kurt Lewin

Culture Structures Routines





When you change the structures

Arbejdsglæde

[arh-beids-gleh-de]

= Work Happiness

Productivity:

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

See: *The Happiness Advantage*, by Achor





Reflection:
Think about a really
good day at work

Relationships



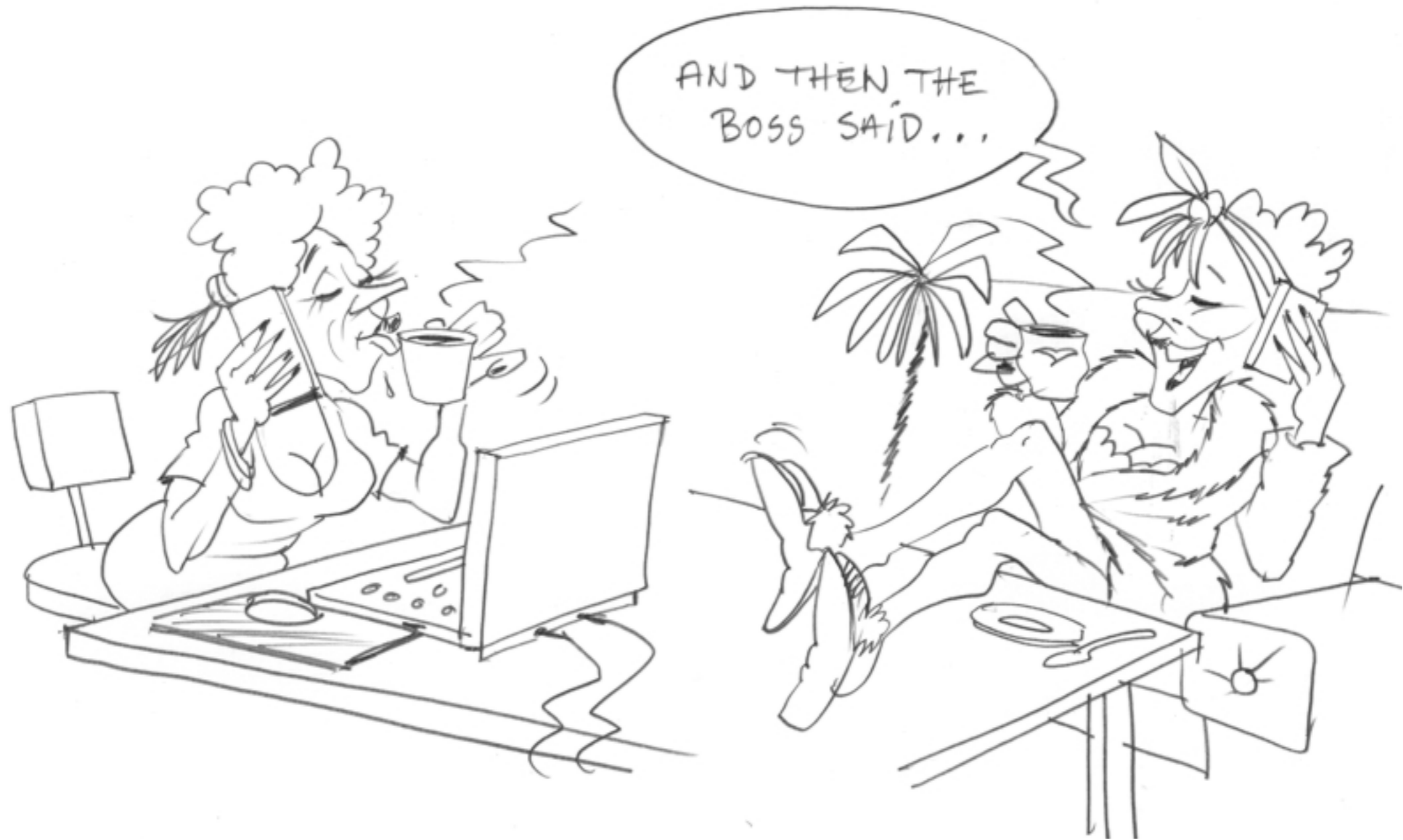
Change jobs



#2 Ask someone on a DATE



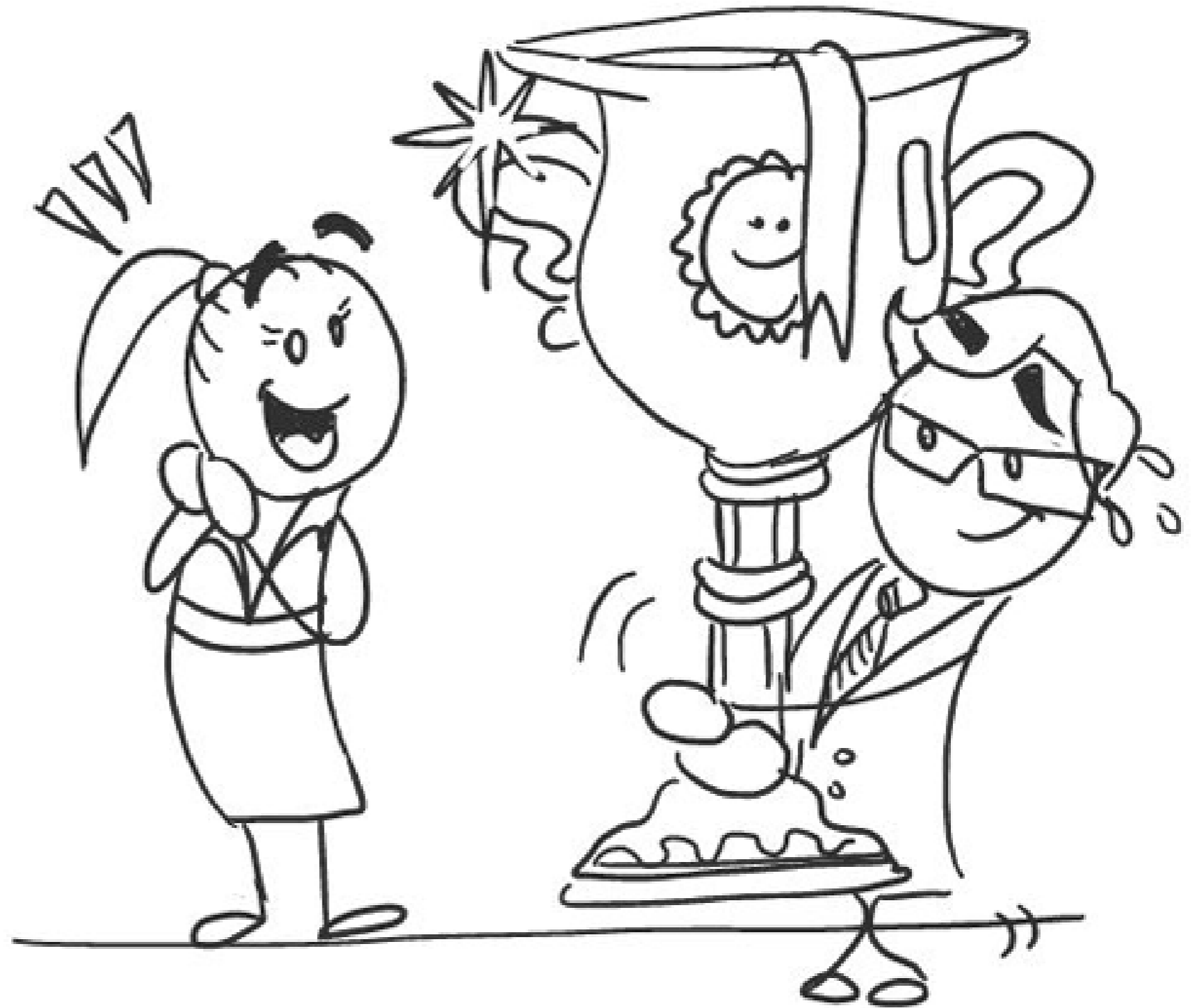
Coffee on the phone



#18 Help me out



Recognition



Sense of direction & Proper focus



**BEST TIME
EVER TO GET
BRACES!**



Smile at the World
ORTHODONTICS

SmileAtTheWorld.com



LAMAR

Positive psychology

“One of the most significant findings in psychology in the last twenty years is that individuals can choose the way they think.”

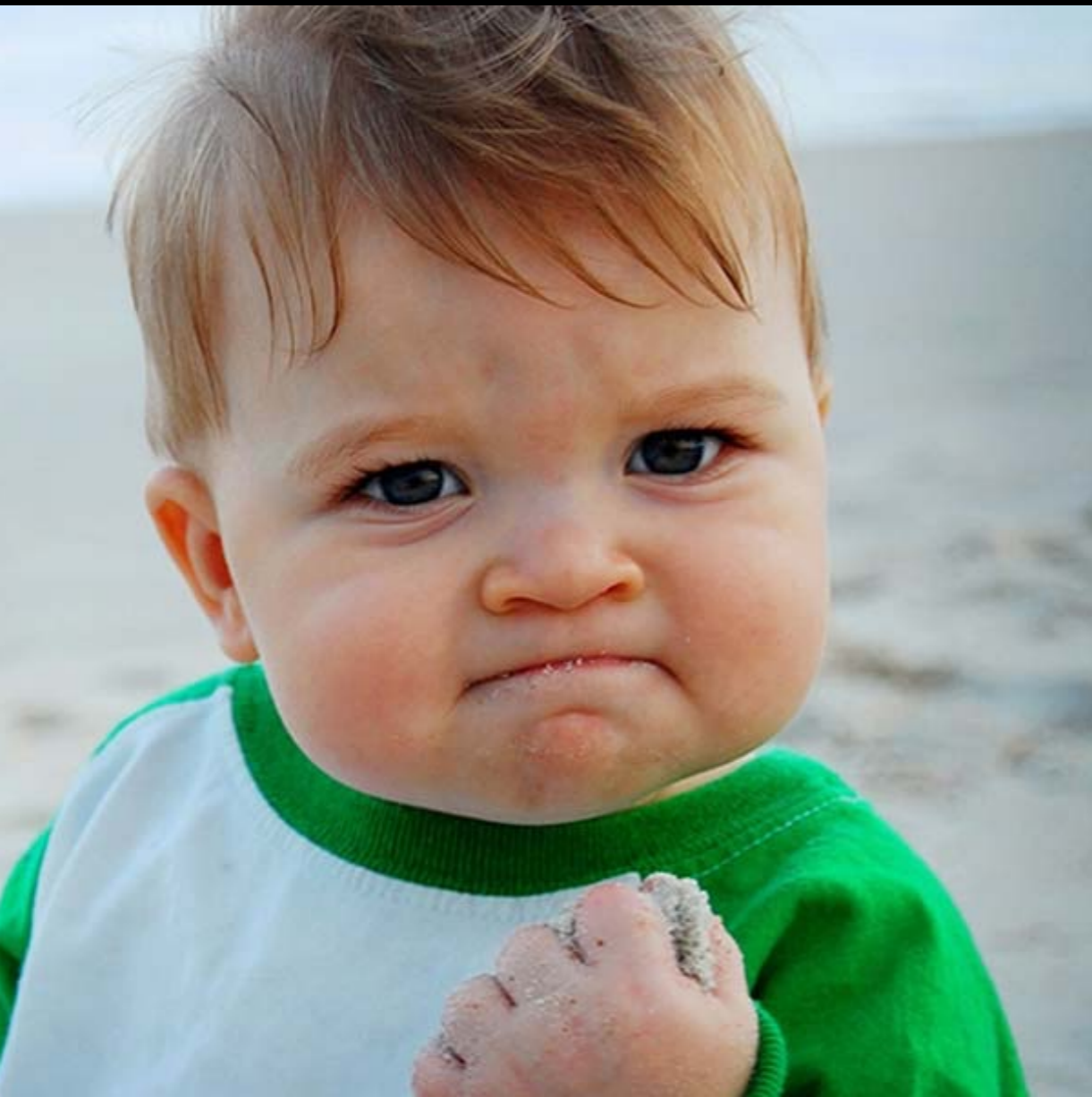
- Martin Seligman





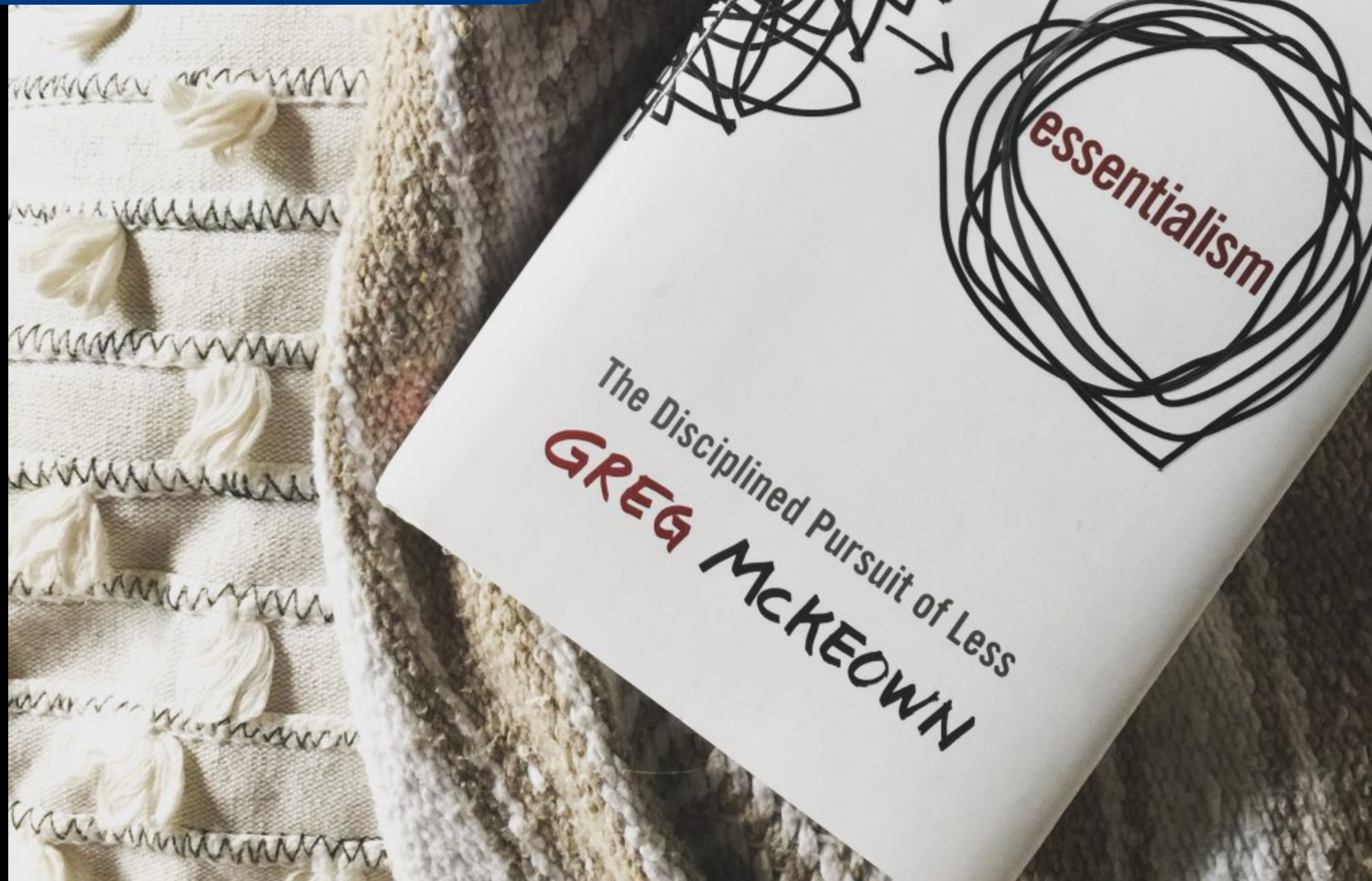
Key to life:
There are no
new problems

Take action for better days



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

The last book you
might ever read



DENNIS NØRMARK &
ANDERS FOGH JENSEN

The title 'PSEUDO ARBEJDE' is written in large, bold, yellow, hand-drawn letters. The letters are surrounded by a chaotic scene of small black stick figures. Some figures are standing on top of the letters, others are pushing or pulling them, and some are holding tools or papers. The ground is littered with small objects like papers, a coffee cup, and a trash can, suggesting a busy, cluttered office environment.

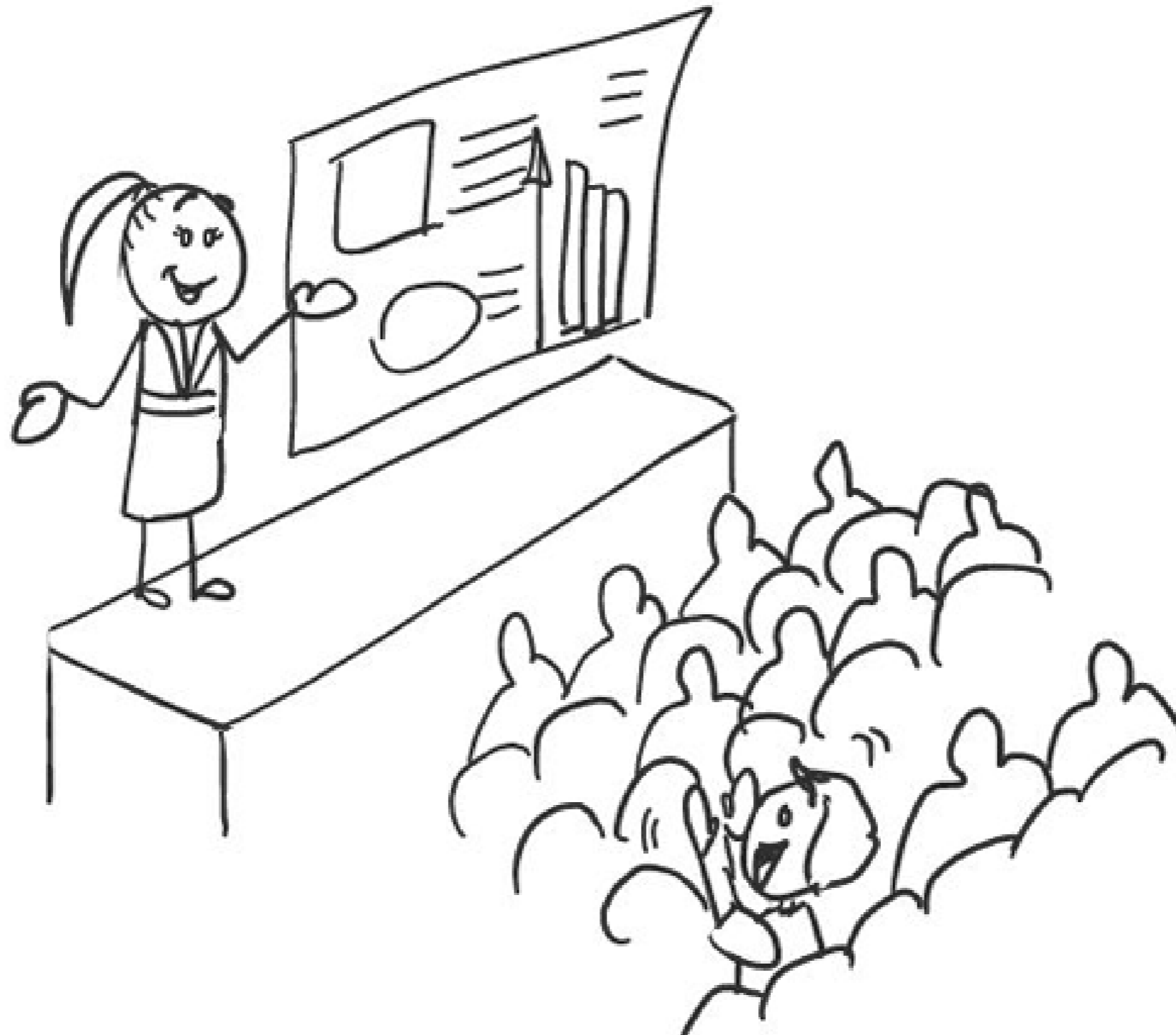
**PSEUDO
ARBEJDE**

HVORDAN VI FIK TRAVLT MED
AT LAVE INGENTING

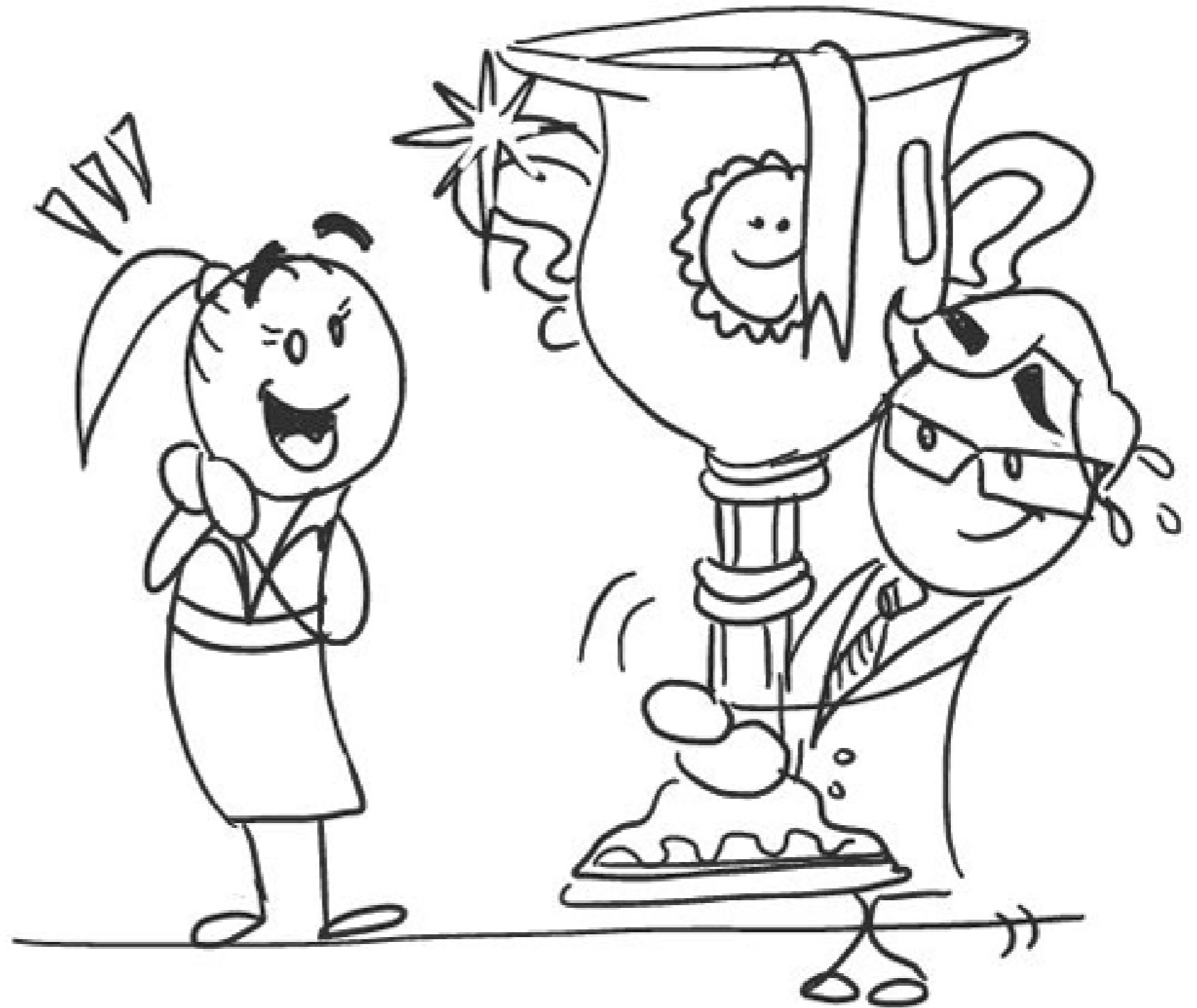
The other
last book you
might ever
read



#58 Ambassadors



Celebrate success





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