

# It's all about culture

- Change and the happy workplace

**Novo Nordisk**  
Helsingør, September 11, 2024  
with Jon Kjær Nielsen #jondk

Materials:  
[jon.dk/novo](https://jon.dk/novo)

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There











**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,  
HappyWays Podcast host

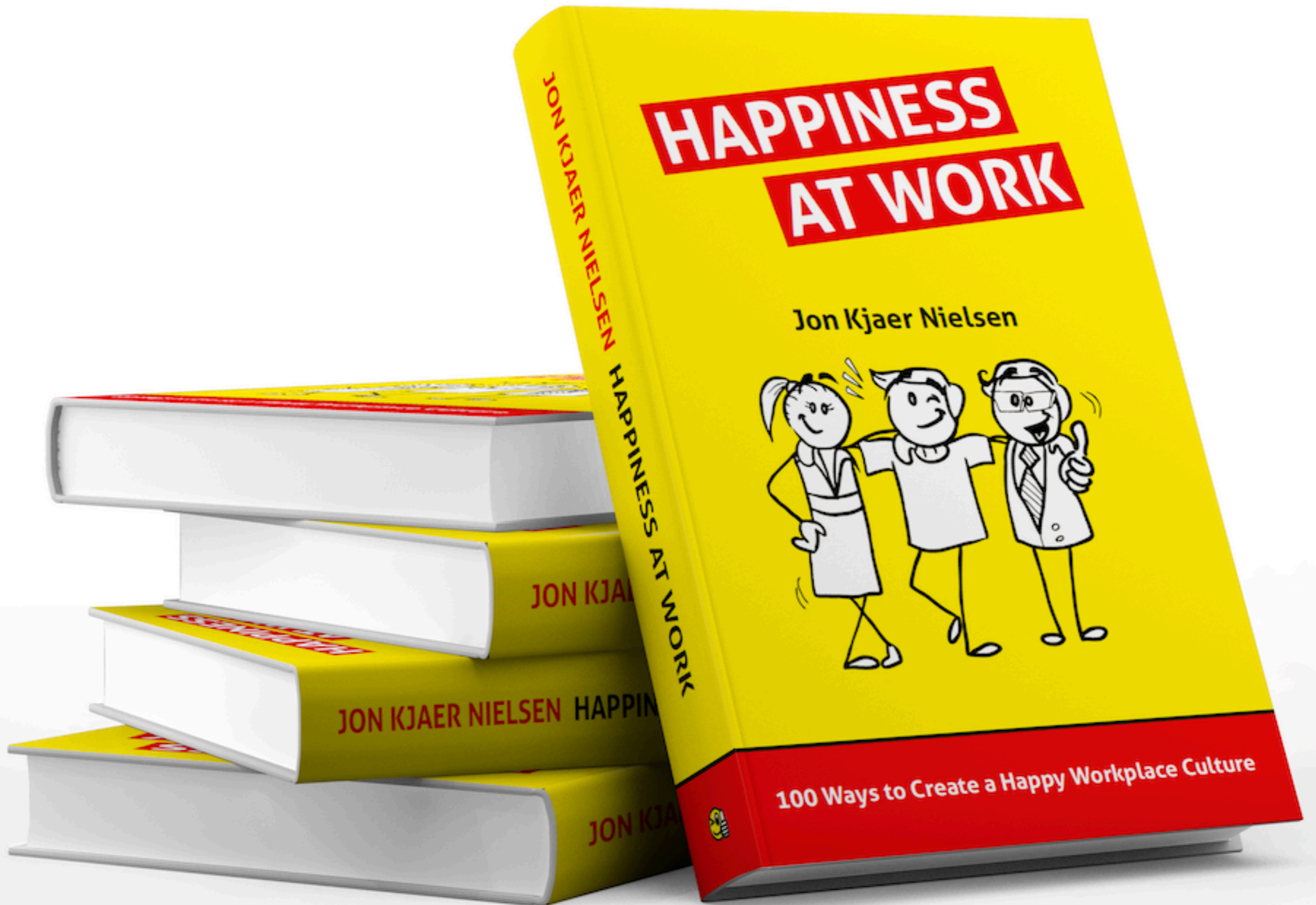


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# HAPPINESS AT WORK

Jon Kjaer Nielsen



100 Ways to Create a Happy Workplace Culture

JON KJAER NIELSEN

HAPPINESS AT WORK

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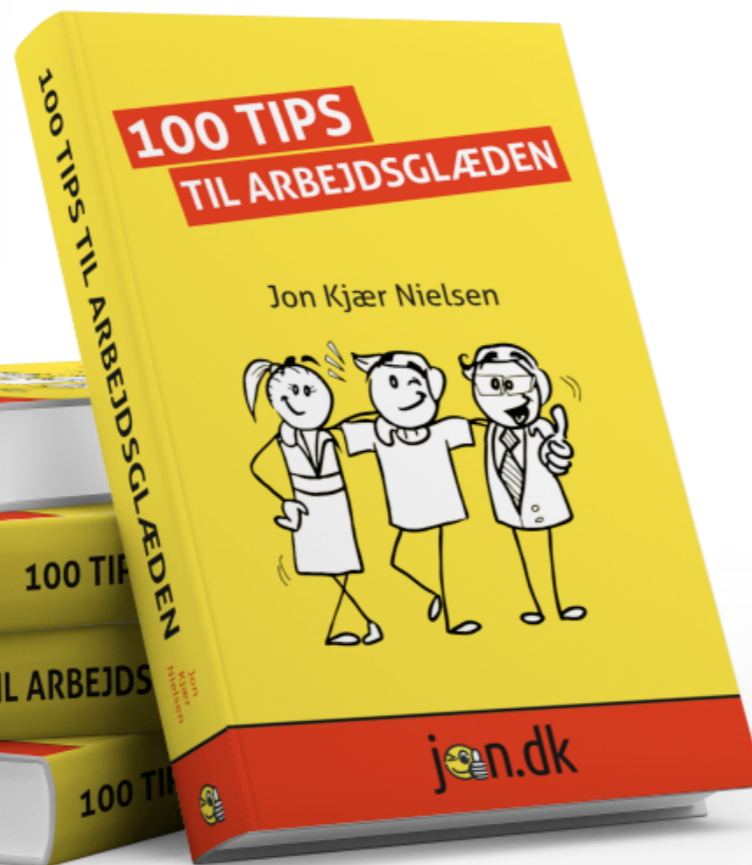
Modstand mod forandringer, her er årsagerne



4-dages arbejdsuge, effektivitet og bedre møder hos Abtion, med Bo Kønskov Hansen

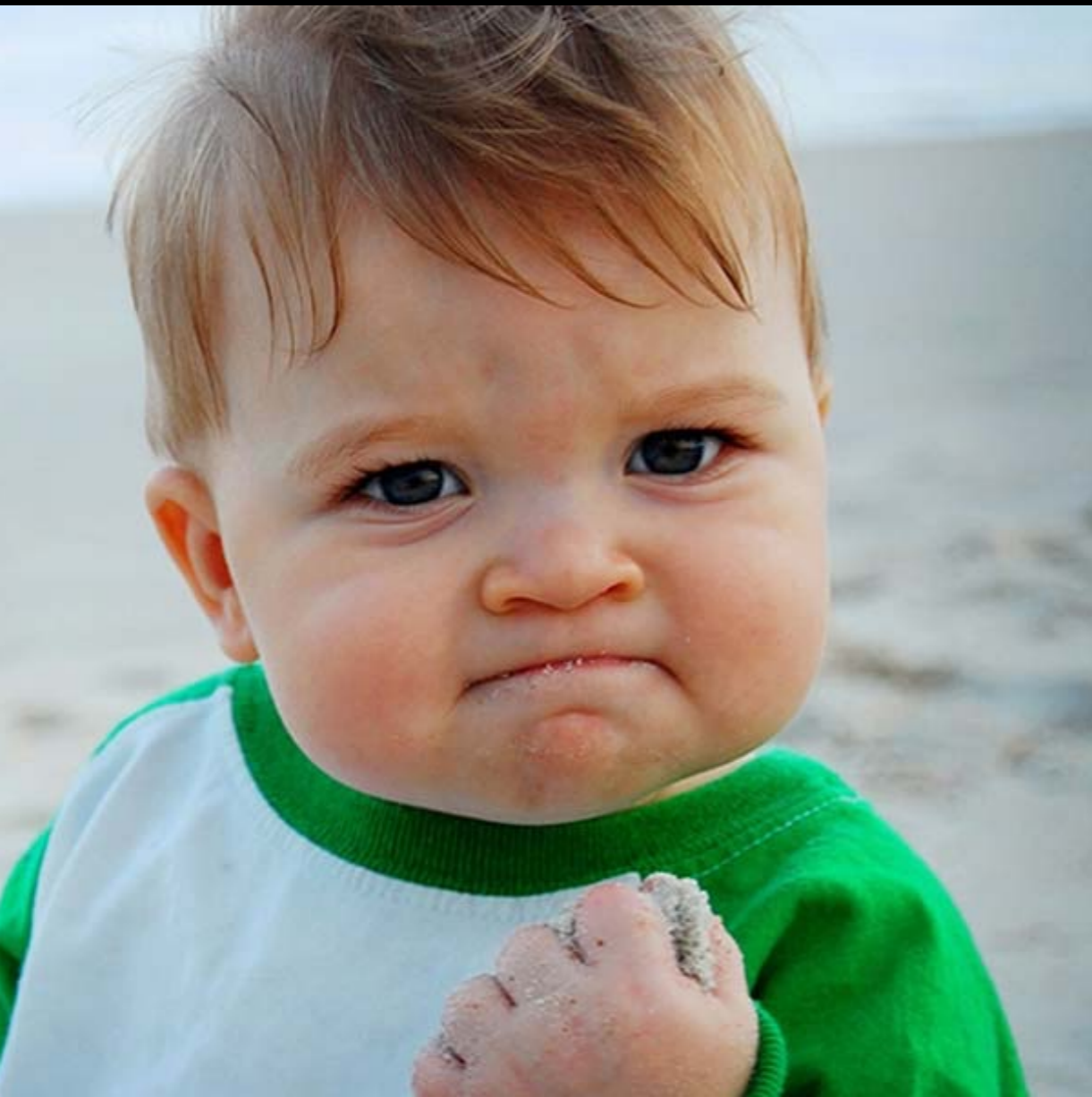


Det Store Fordybelseseksperimentet, med Signe Bjørg Lyck





# Take action for better days



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



# Benefits

A more healthy life

A longer life

Greater innovation

Learning

Increased sales

Teamwork

Increased productivity



# Arbejdsglæde

How much...?





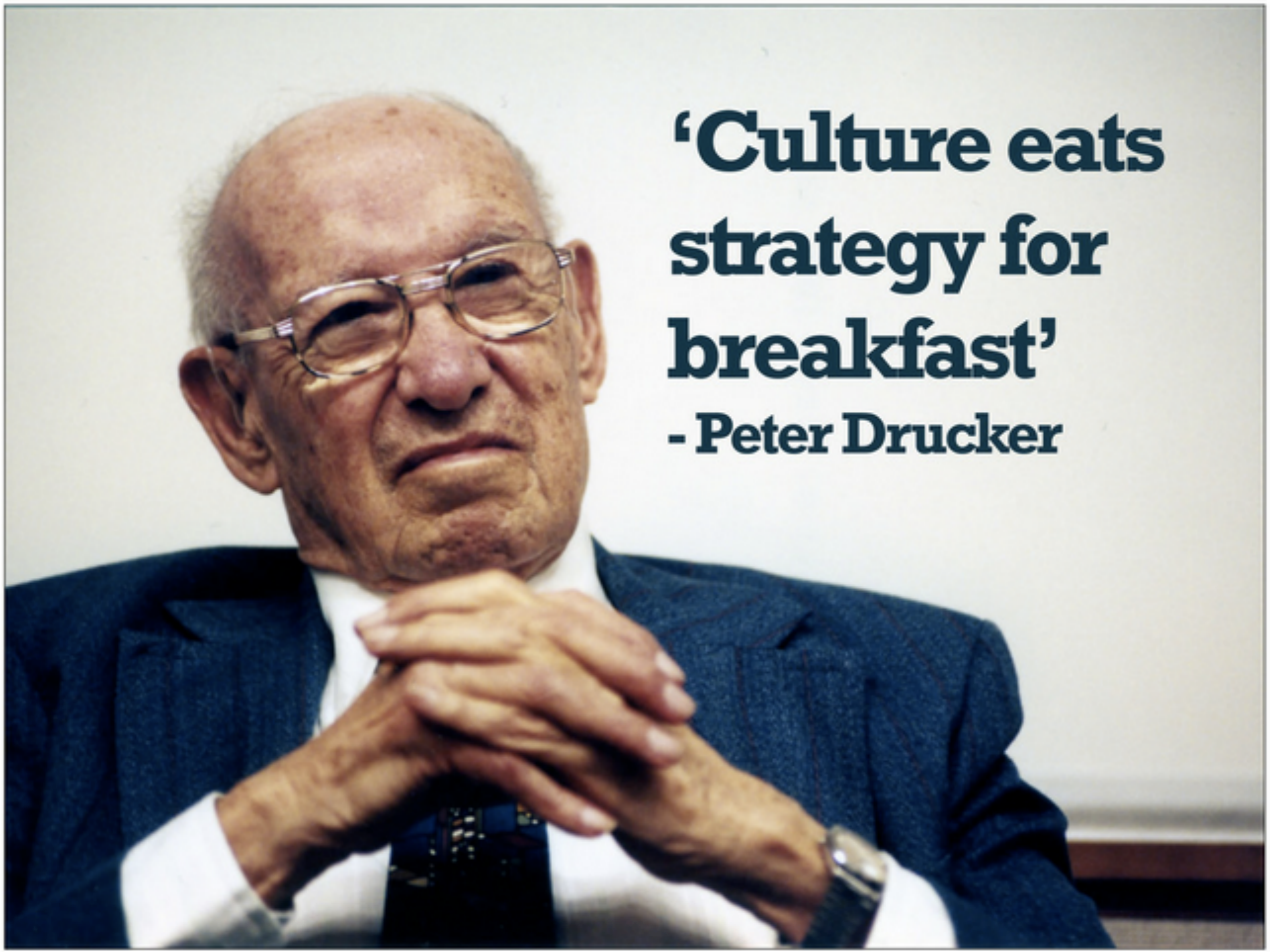
Reflection:  
Think about a really  
good day at work



# Culture







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











# Ohno's circle

Asking  
“why?”





# #83 Listen to your new people





?

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We're open to fresh perspectives, from new people

We got this!  
Now let me teach you...



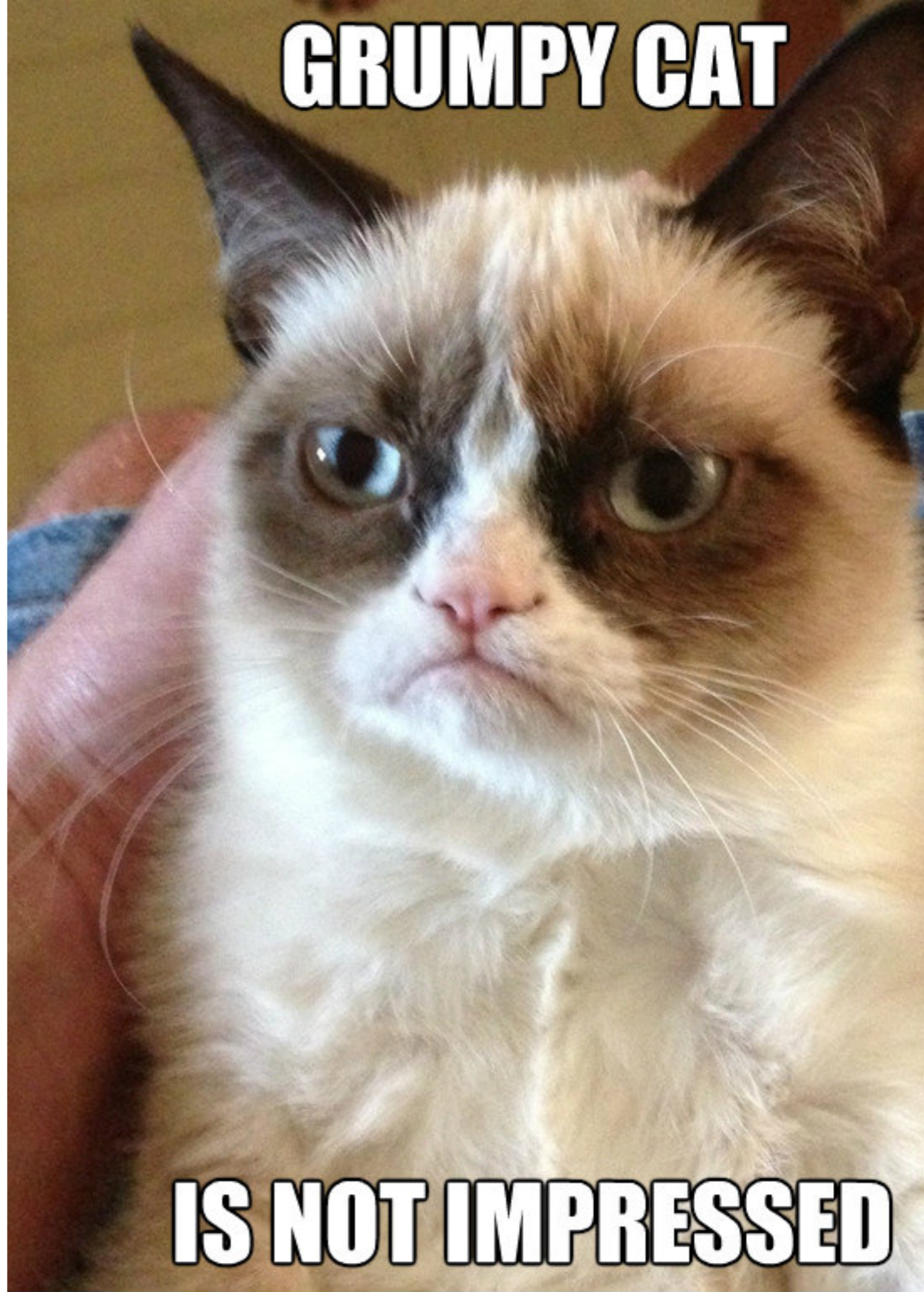


# Problem #1: Whining and complaining





# Playing The Victim



**GRUMPY CAT**

**IS NOT IMPRESSED**



# 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*





“We’ll have  
to wait and  
see...”



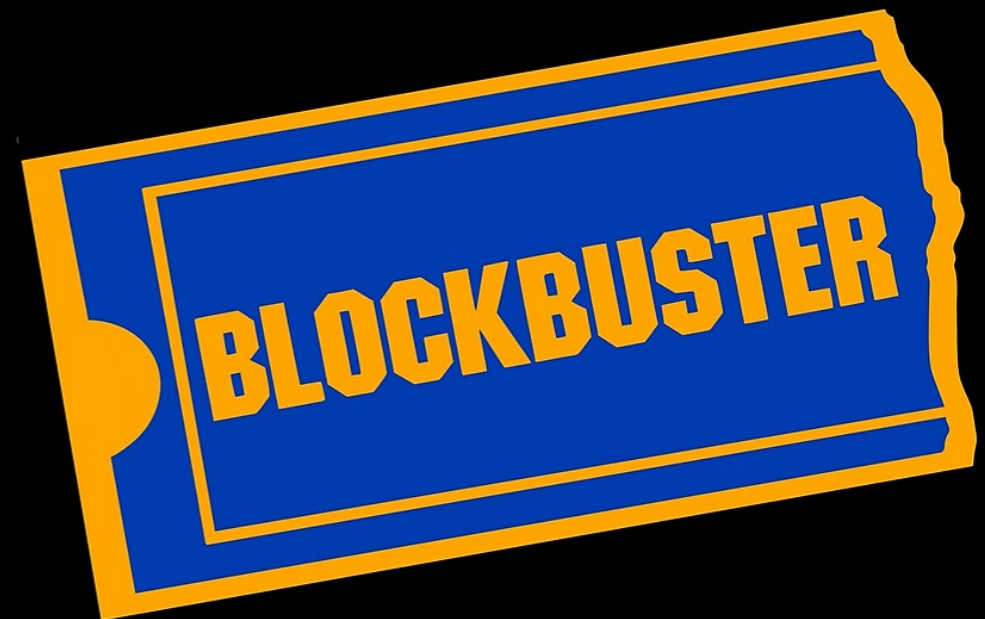








Change happened







Change happened



FONA



# Fear & uncertainty

- The unknown
- Reduced competency
- Loss of status
- Broken relations
- Outside control (lack of autonomy)
- Perceived meaninglessness



Key:  
Willingness to  
jump off the fence





Response?

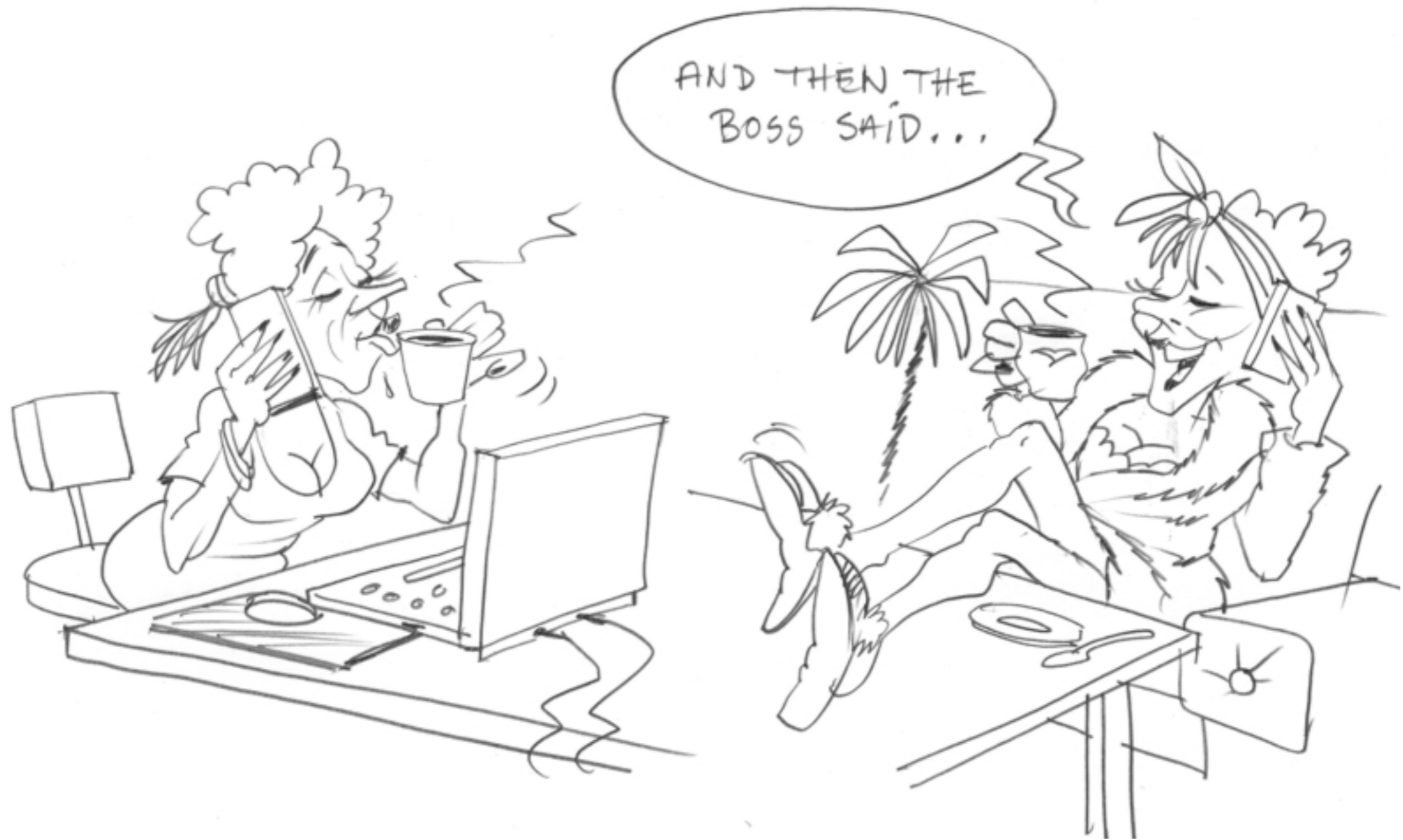
Happy where I am!





Response?

# On the fence





Response?

Just do it





Response?

Can't wait!





# IMPOSSIBLE™ WHOPPER®

100%  
WHOPPER®  
0% BEEF



*Tony Seba:  
We're past  
Peak Cow*

Available at participating St. Louis restaurants. Patty made from plants.

Impossible is a trademark of Impossible Foods Inc. Used under license.



**Real milk - no cow**

**PRECISION  
FERMENTATION**

**A post-cow world is  
closer than you think**





# Real milk - no cow

remilk.™

[About](#)

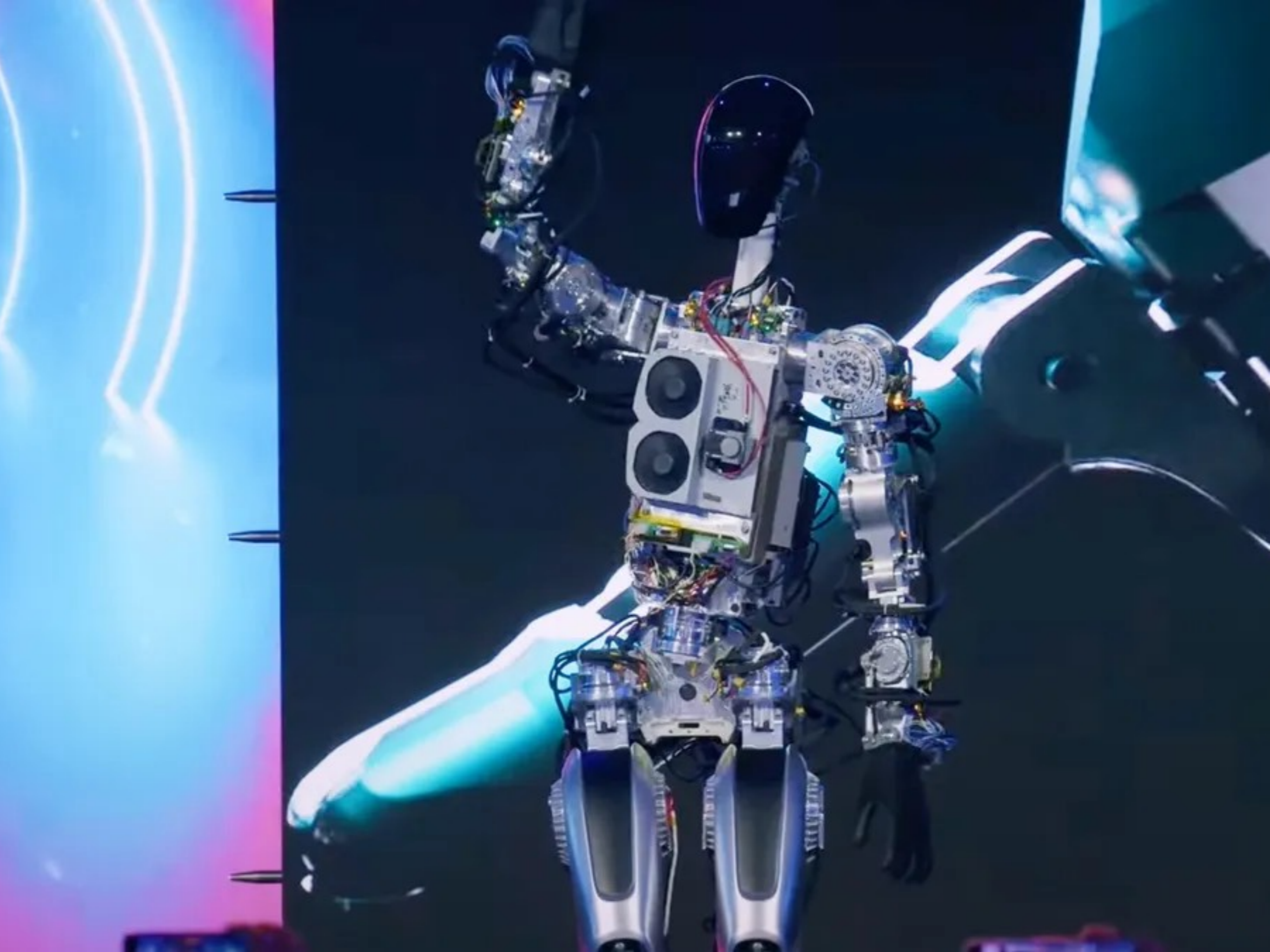
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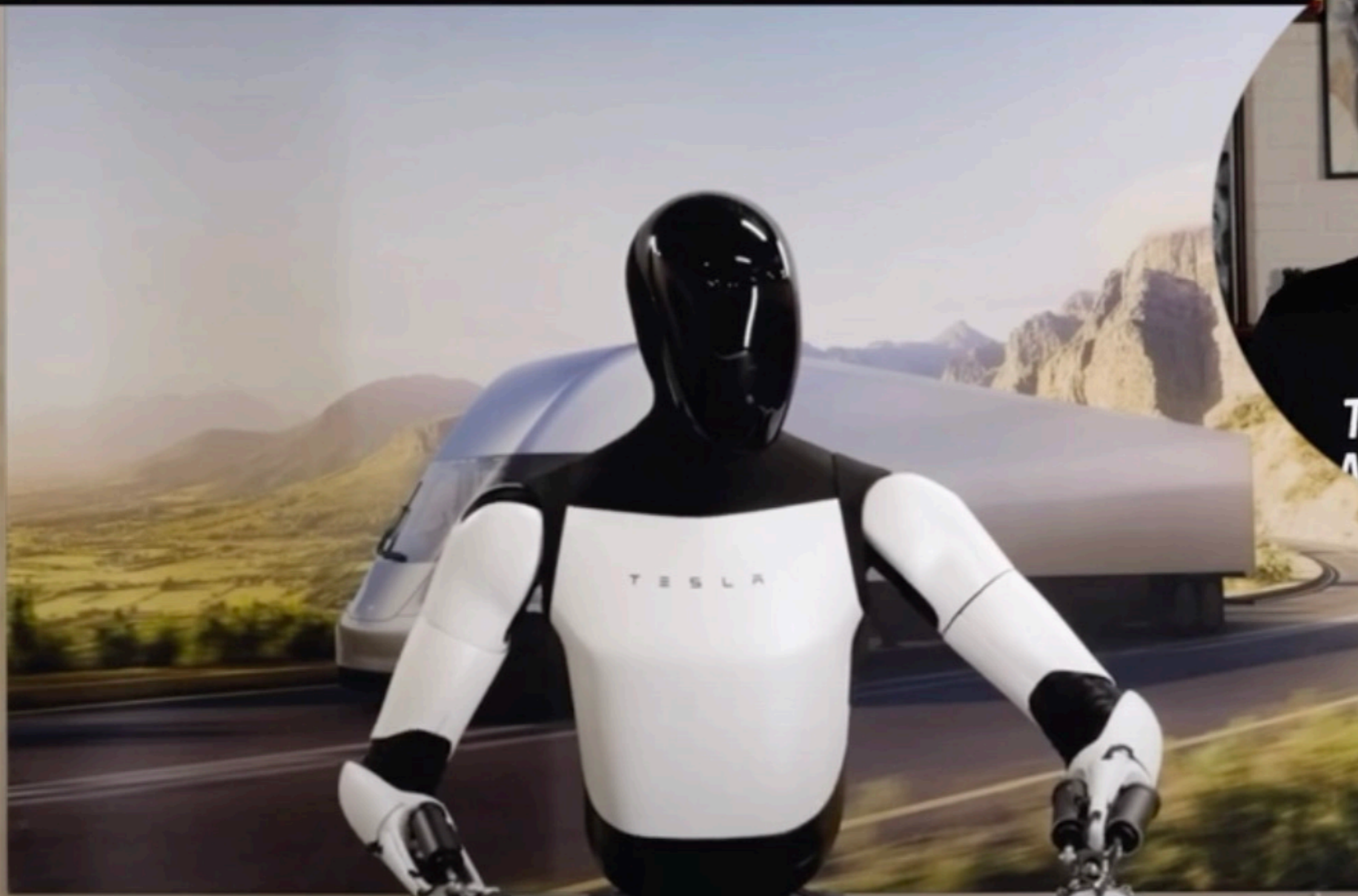








@jondk: Robotterne kommer i 2024



Left



Thumb



Index

Tactile sensing on all fingers



Key:  
Willingness to  
jump off the fence





# Positive Relationships





# #2 Ask someone on a DATE





# Change jobs





# #26 Costume day



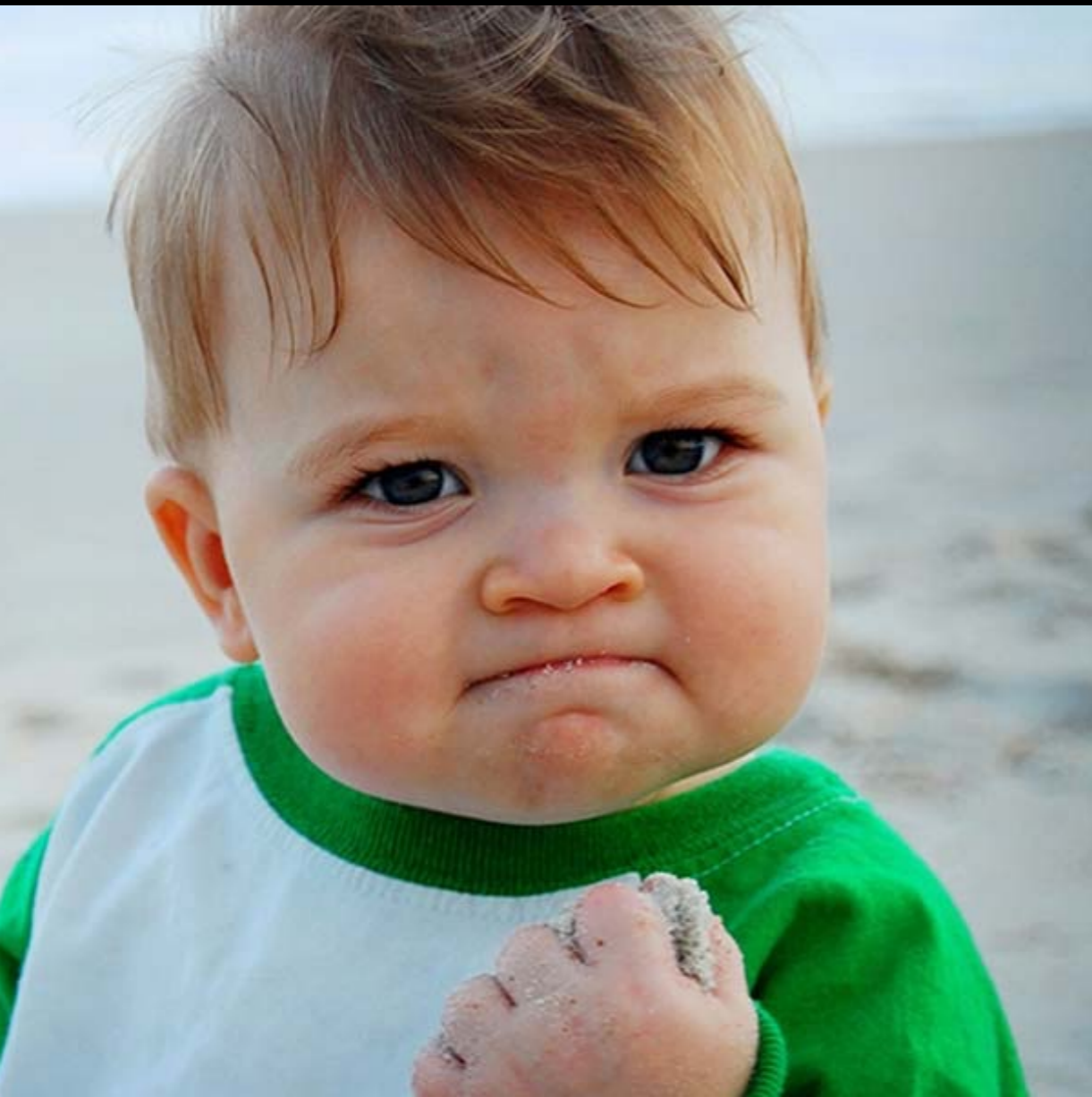


# #18 Help me out





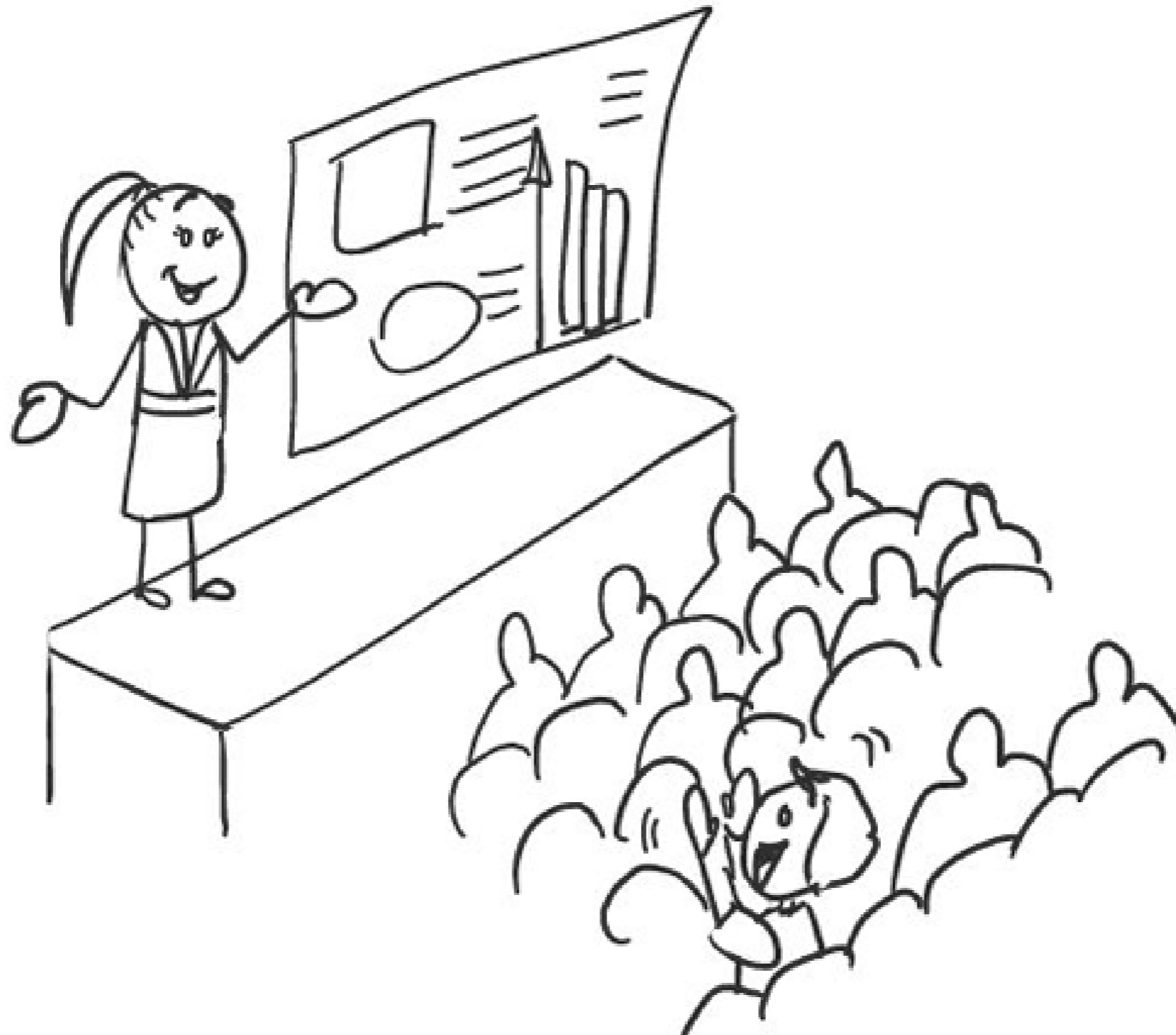
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# #58 Ambassadors





# #88 Involve the critics





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