

Forward together

- on happiness, change and culture

Novonosis, January 21st 2026

with Jon Kjær Nielsen #jondk



Materials:

jon.dk/novonosis

Culture



There







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

That calls for a **Carlsberg**

KIT



Arbejdsglæde

[arh-beids-gleh-de]

= Work Happiness

Preliminary title:

**Love your job!
- Or die trying**





Jon Kjær Nielsen
Speaker & Author

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

Independent consultant
since 2006.

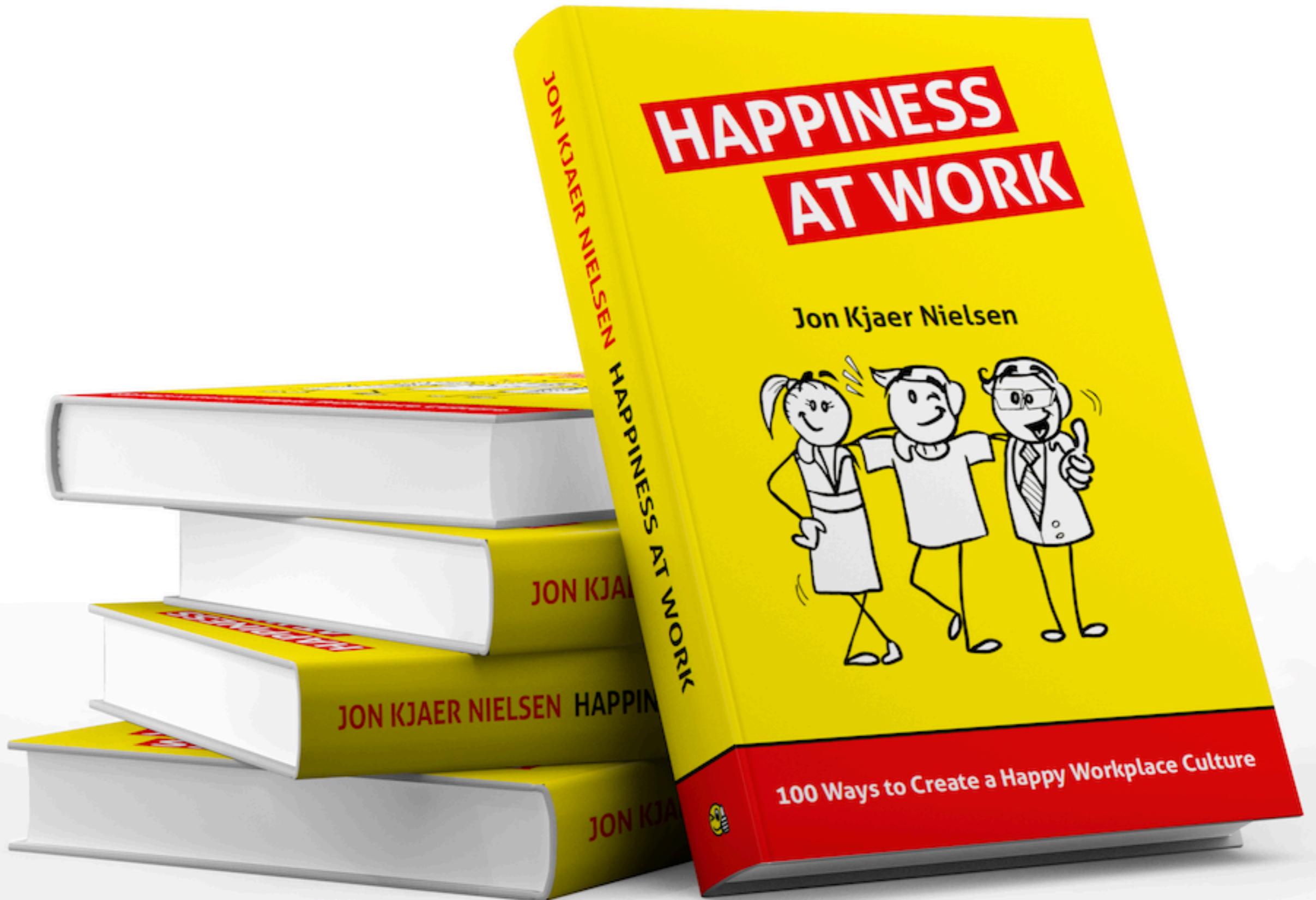
Biker, book-worm, chef,
HappyWays Podcast host



A-Speakers
International Speakers Bureau



Linked in



HAPPINESS AT WORK

Jon Kjaer Nielsen



100 Ways to Create a Happy Workplace Culture

JON KJAER NIELSEN

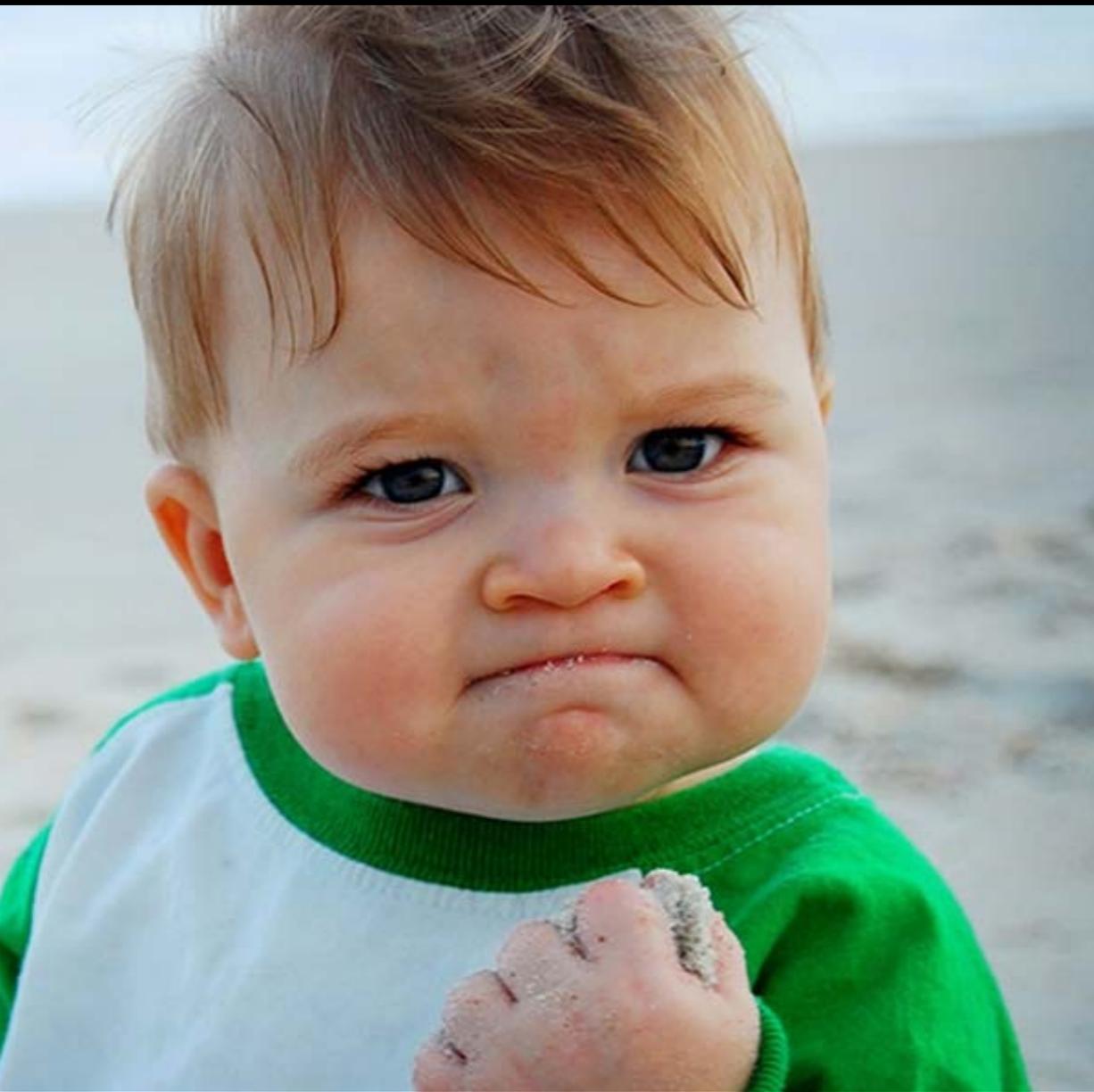
HAPPINESS AT WORK

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!

Arbejdsglæde!

Happiness at work

HBR.ORG

Harvard Business Review

JANUARY-FEBRUARY 2012

68 **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

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

PLUS Audacious Ideas 2012

SPECIAL DOUBLE ISSUE

THE VALUE OF HAPPINESS

HOW EMPLOYEE
WELL-BEING
DRIVES PROFITS

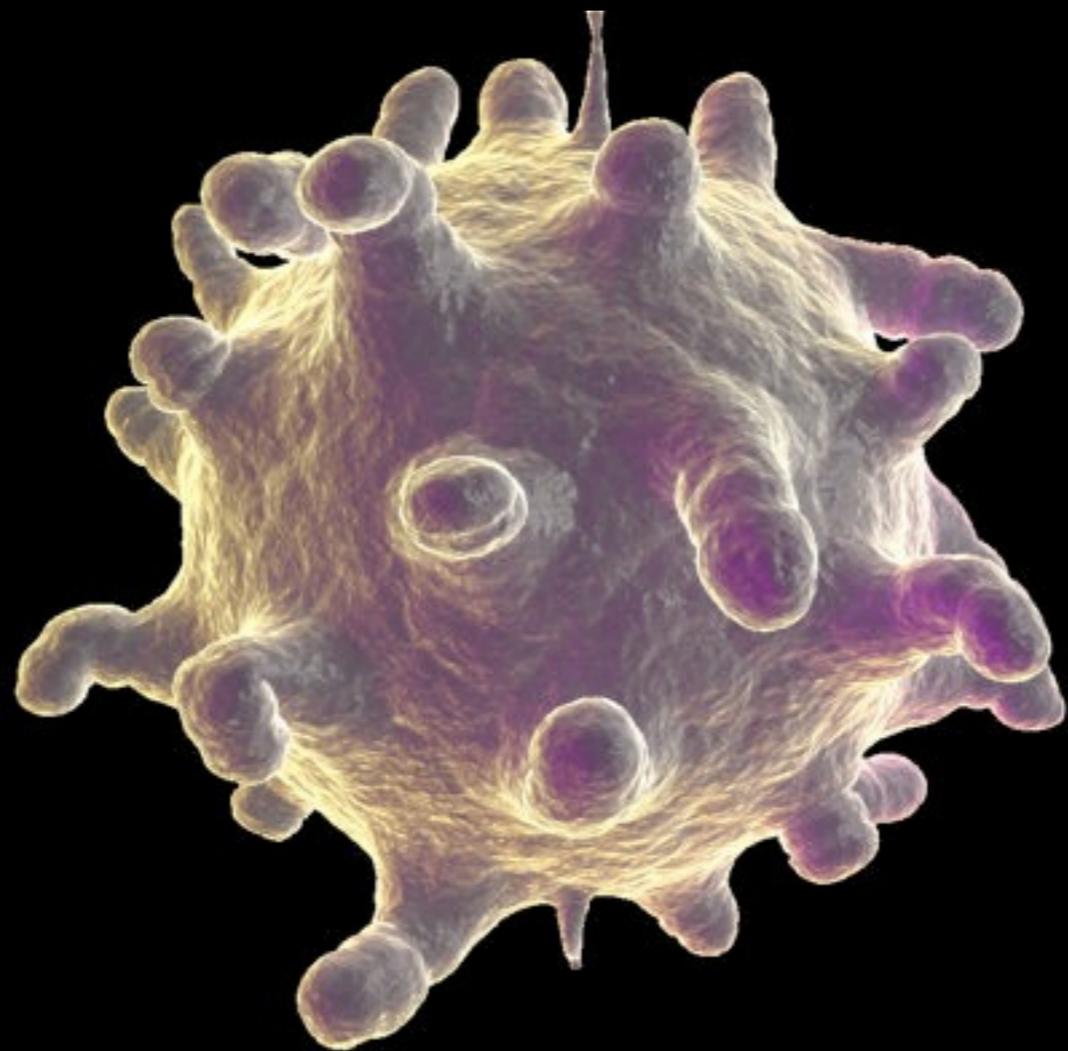




36.8°C



OMRON



Productivity:

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

See: *The Happiness Advantage*, by Achor



Arbejdsglæde

How much...?



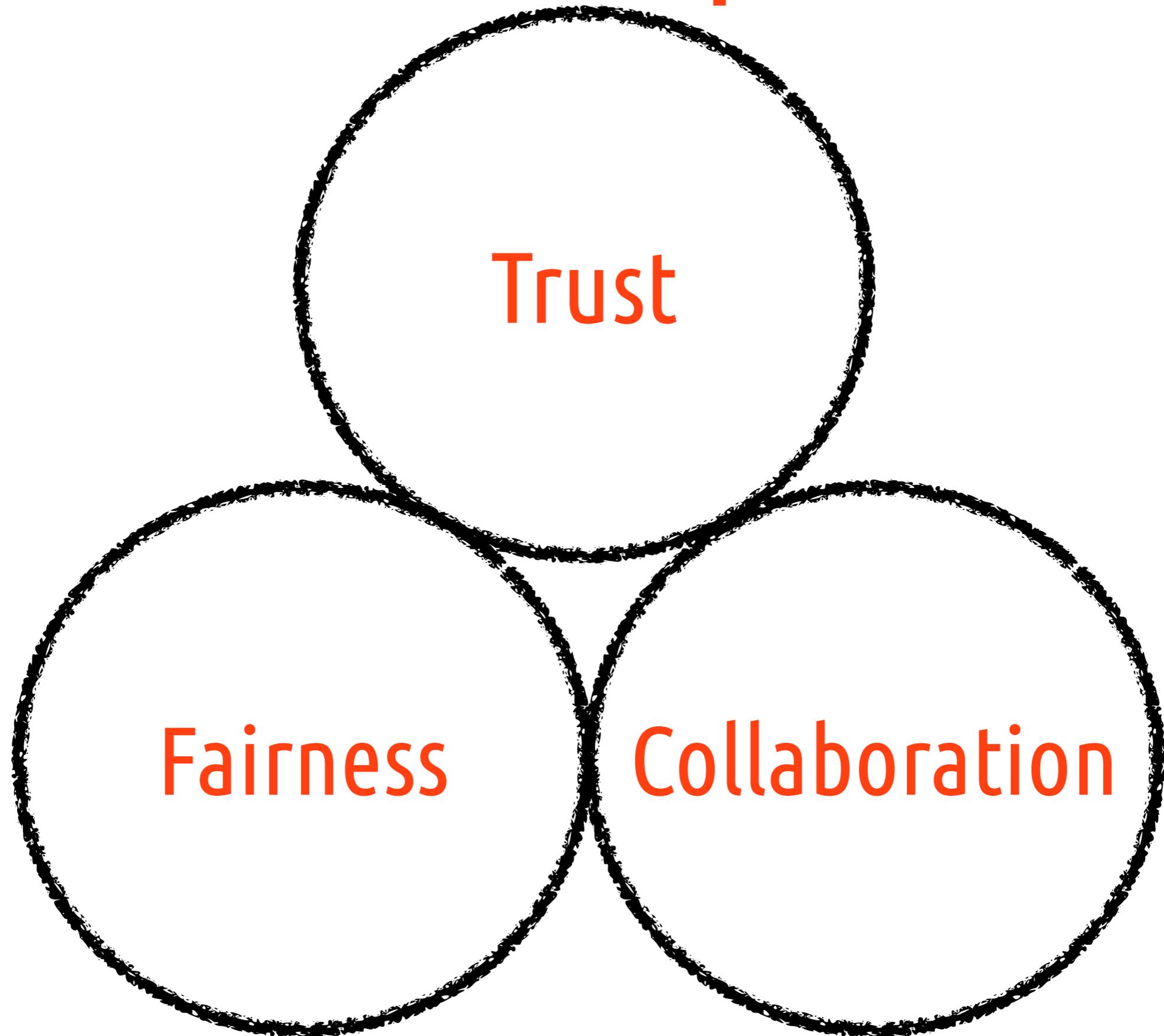
Reflection:
Think about a really
good day at work

- Hello!
- Tell me about a great day at work!





Social Capital

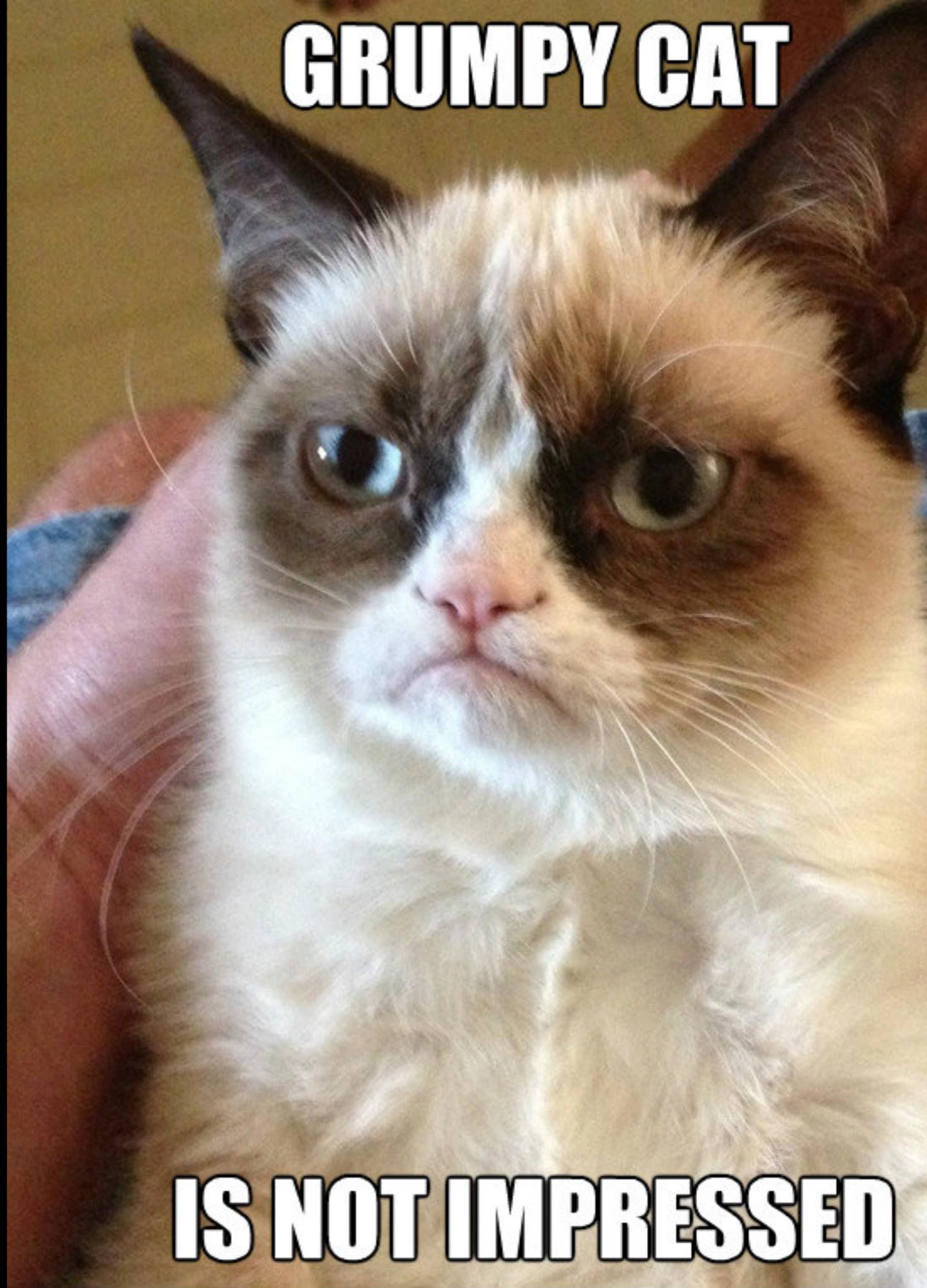


The fairness experiment

Capuchin monkey fairness experiment



No
happiness?



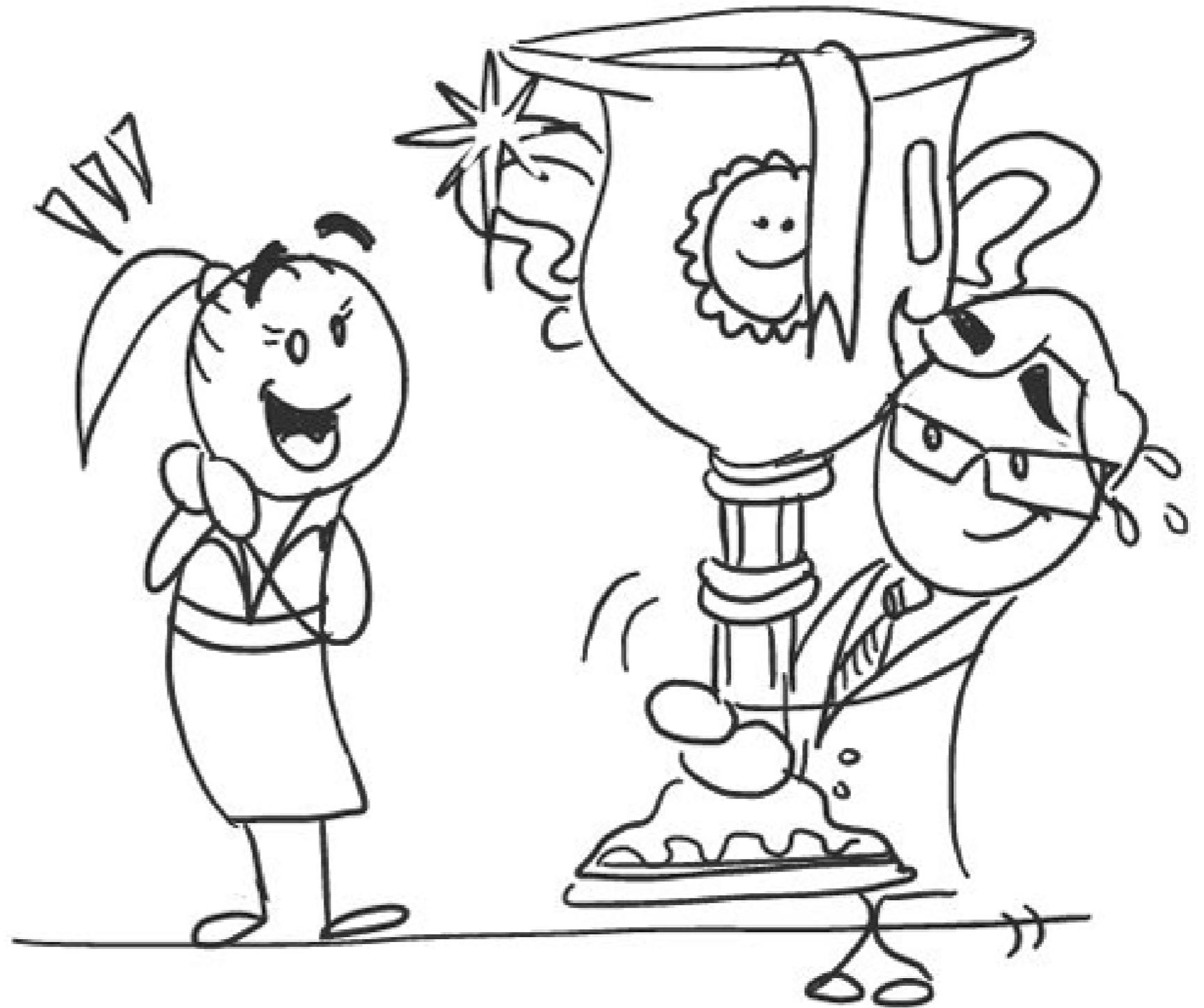
GRUMPY CAT

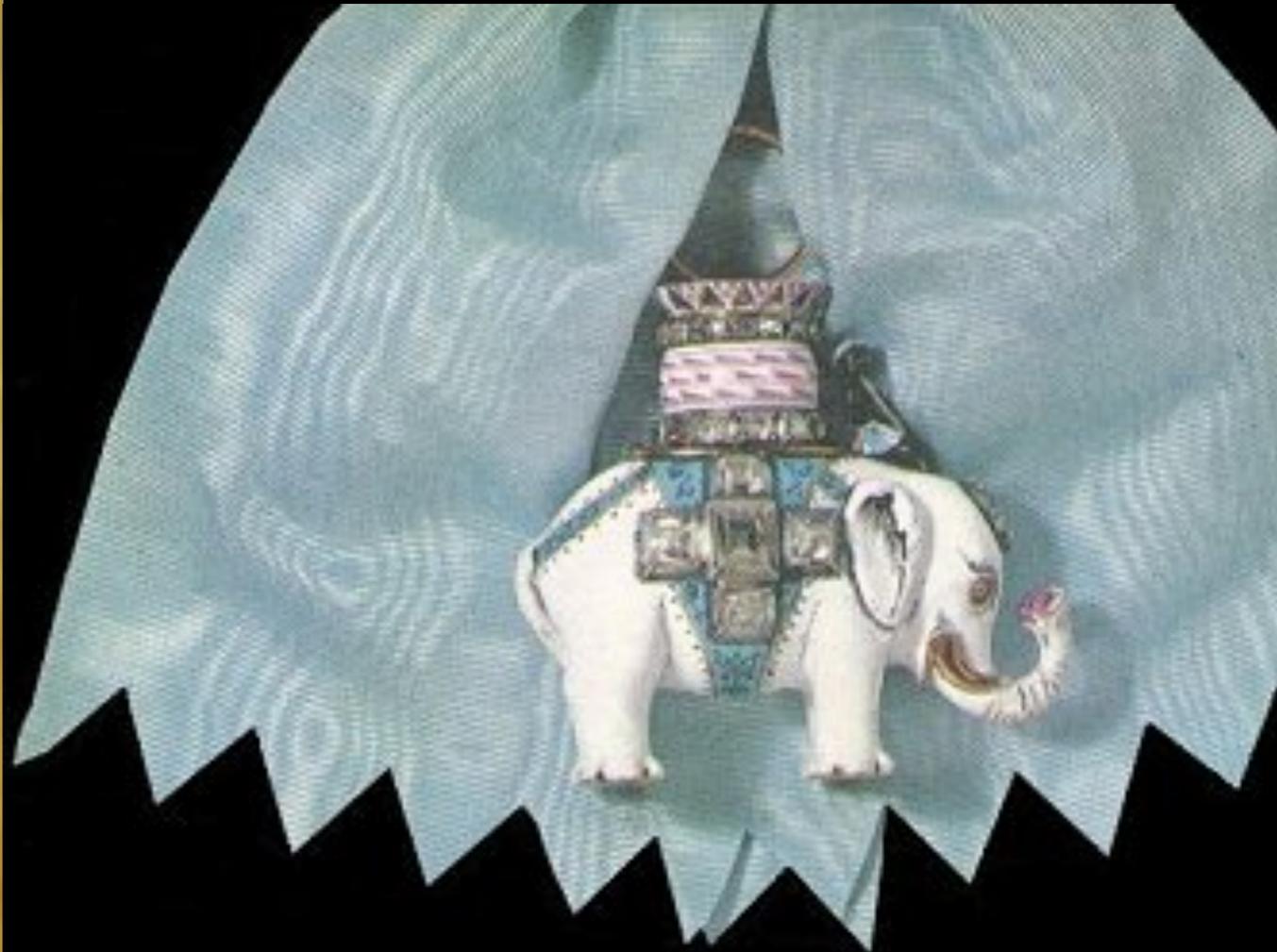
IS NOT IMPRESSED

Problem #2: Lack of Recognition

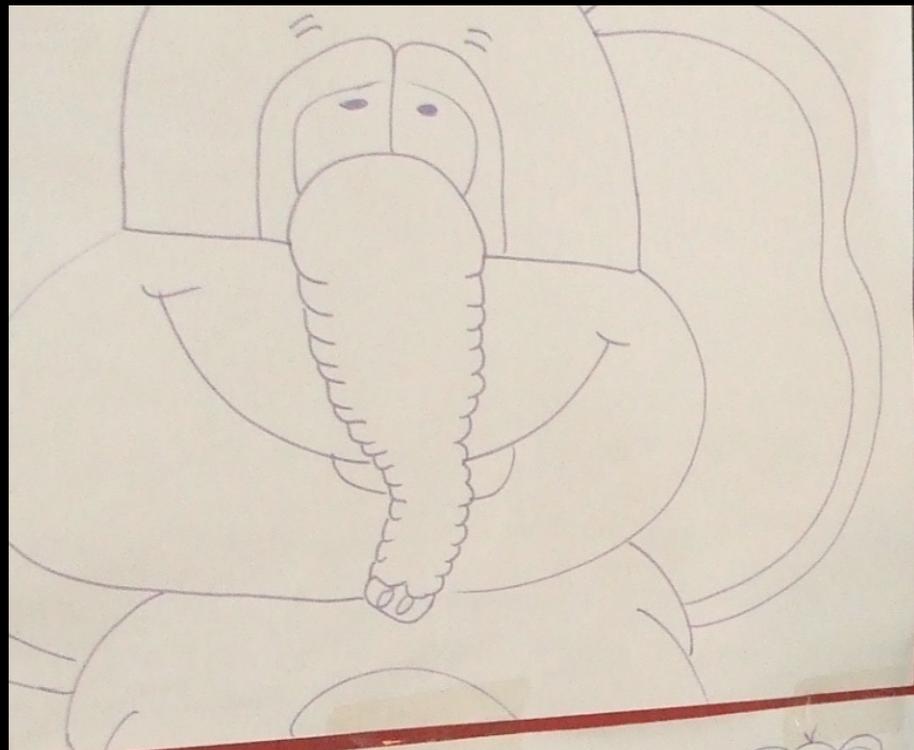


Recognition





#33 Order of the Elephant



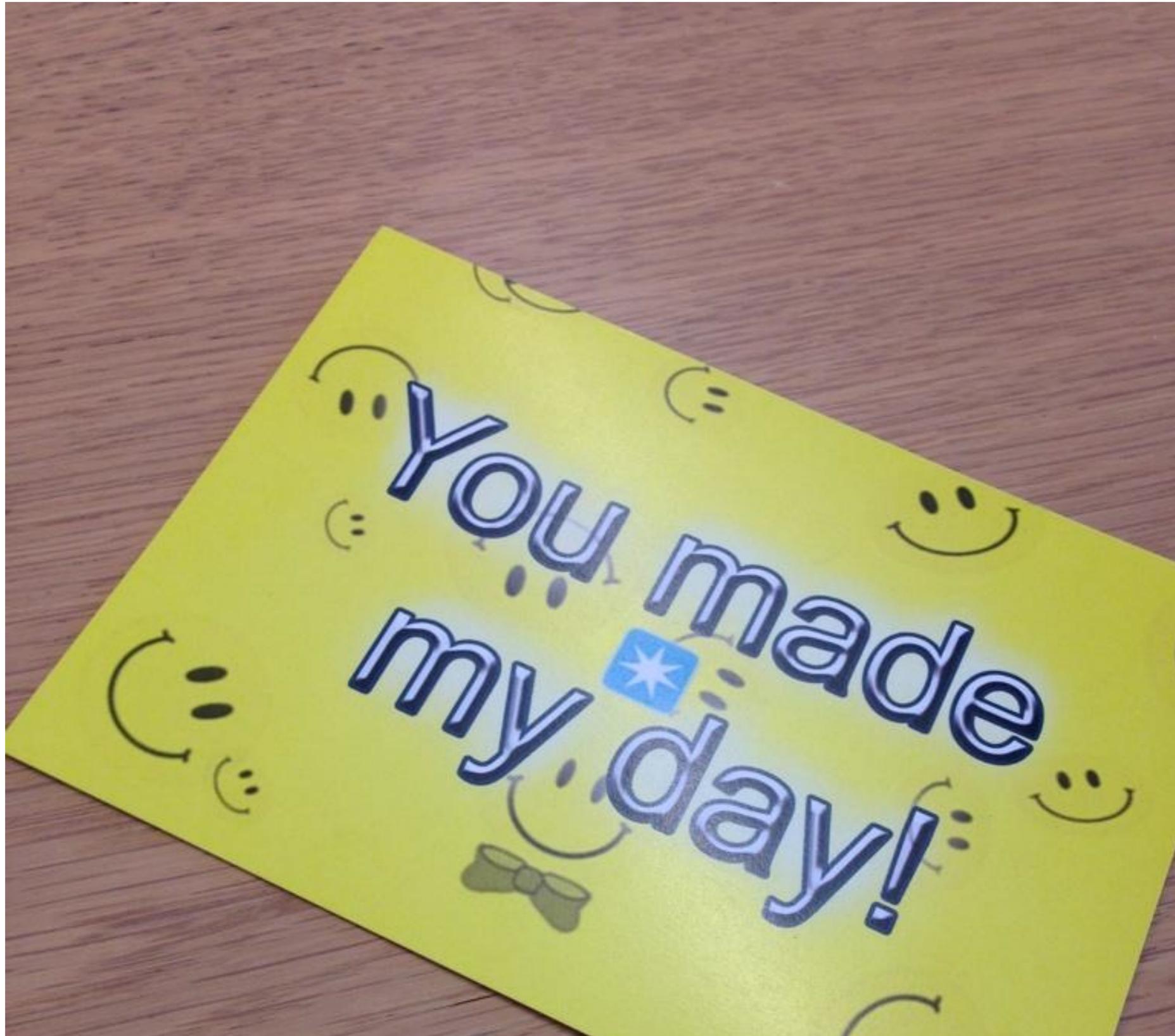
ELEFANT-ORDENEN

SADAN GØR DU:

- ⇒ ALLE KAN UDDELE
 - ⇒ GIV TIL EN KOLLEGA, F.EKS:
 - NÅR DER ER GJORT NOGET GODT
 - NOGET FAGLIGT SMART
 - NOGET EKSTRA
 - NOGET DER GØR DIG GLAD
 - GJORT DET NEMMERE
- STÅ PÅ SKRIVEBORDET, I DAG OG NESTE DAG
KOLLEGAEN HVORFOR DEN?



#23 Well Done! cards



Celebrate success

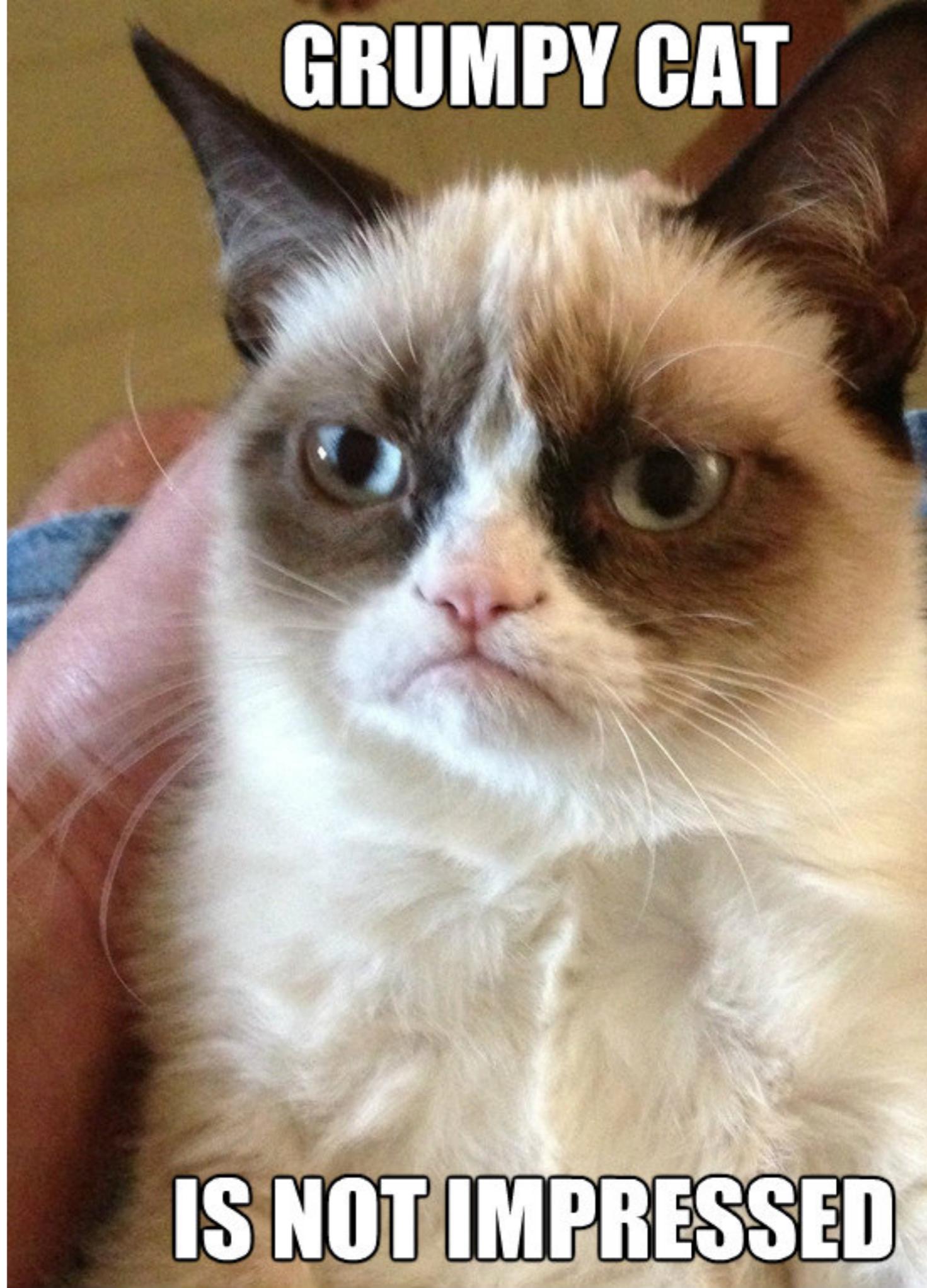




Problem #1: Whining and complaining

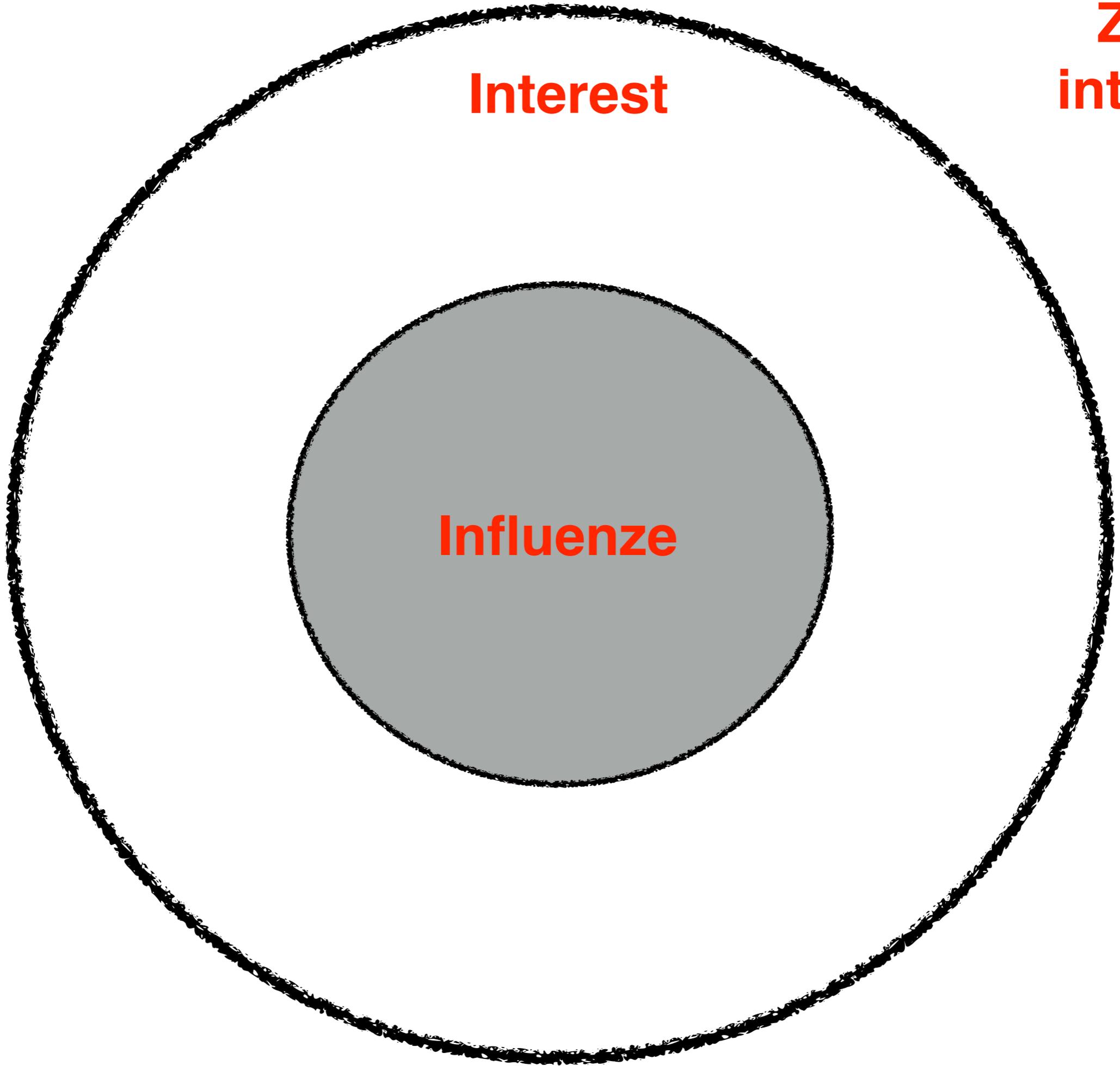


Playing The Victim



GRUMPY CAT

IS NOT IMPRESSED



Interest

**Zero
interest**

Influenze

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



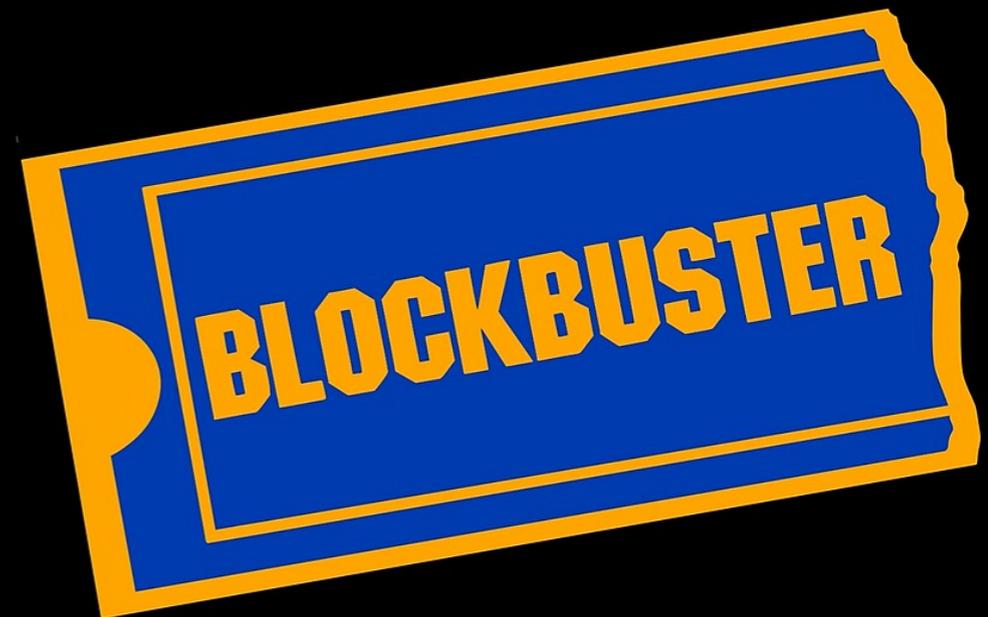
“We’ll have
to wait and
see...”







Change happened





Change happened



**TOWER
RECORDS**



A close-up photograph of a brown chicken with a surprised expression, wide eyes, and a slightly open beak. The chicken is perched on a wooden fence. The background is a blurred outdoor setting with a wooden fence and greenery.

Why the hesitation?

Fear & U

How do you see this play out, or experience it yourself?

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

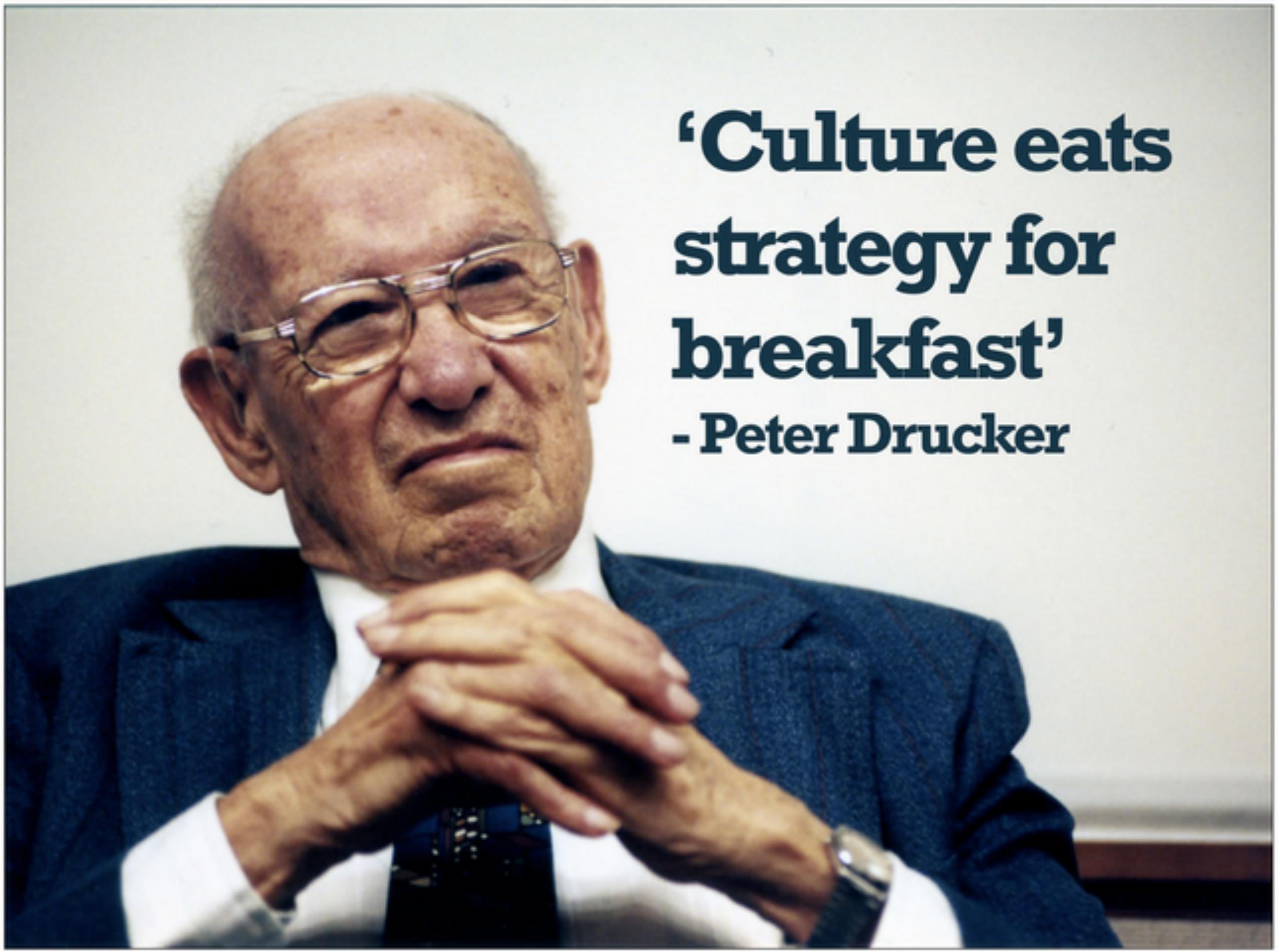


Key:
Willingness to
jump off the fence



Culture





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



#83 Listen to your new people



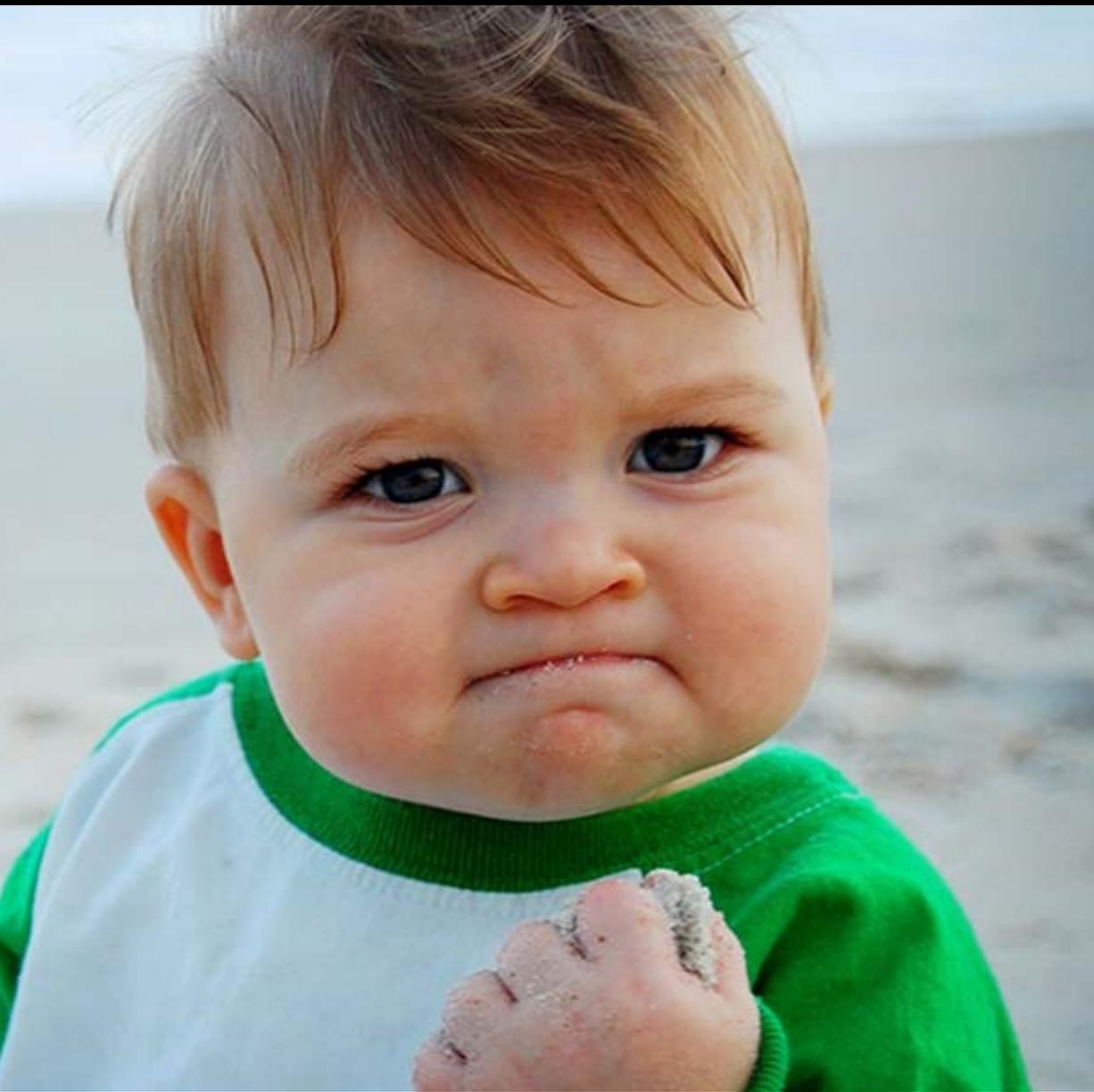
?

We're open to fresh perspectives, from new people



We got this!
We've always done it this way.
Now let me teach you...

Take action for better days



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



Jon Kjær Nielsen

@jondk · 648 abonnenter · 96 videoer

Jeg brænder for at skabe fede arbejdspladser og jobs vi holder af - ikke bare holder ud. I de... >

jon.dk

Abonner

Start Videoer Live Playlister Fællesskab

Videoer ▶ Afspil alle



Robotterne kommer i 2024.
Fra Tesla, Sanctuary, Figure...

159 visninger · for 5 dage siden



Robotterne kommer.
Introduktion til det nye...

100 visninger · for 5 dage siden



Godt Gået! Rosekort til mere
anerkendelse, Tips #23 til...

64 visninger · for 3 måneder siden



Fremtidens Fagforening, en
samtale mellem Signe Bjørg...

53 visninger · for 4 måneder siden



Det Store
Fordybelseseksperimentet,...

56 visninger · for 5 måneder siden



4-dages arbejdsuge,
effektivitet og bedre møder...

220 visninger
· for 6 måneder siden

Arbejdsglæde ▶ Afspil alle



The powerful difference of
happy work: Jon Kjaer Nilse...



Cebu Pacific FAs dancing
wingco1129



Knald på kontoret
DGISTorkoebenhavn



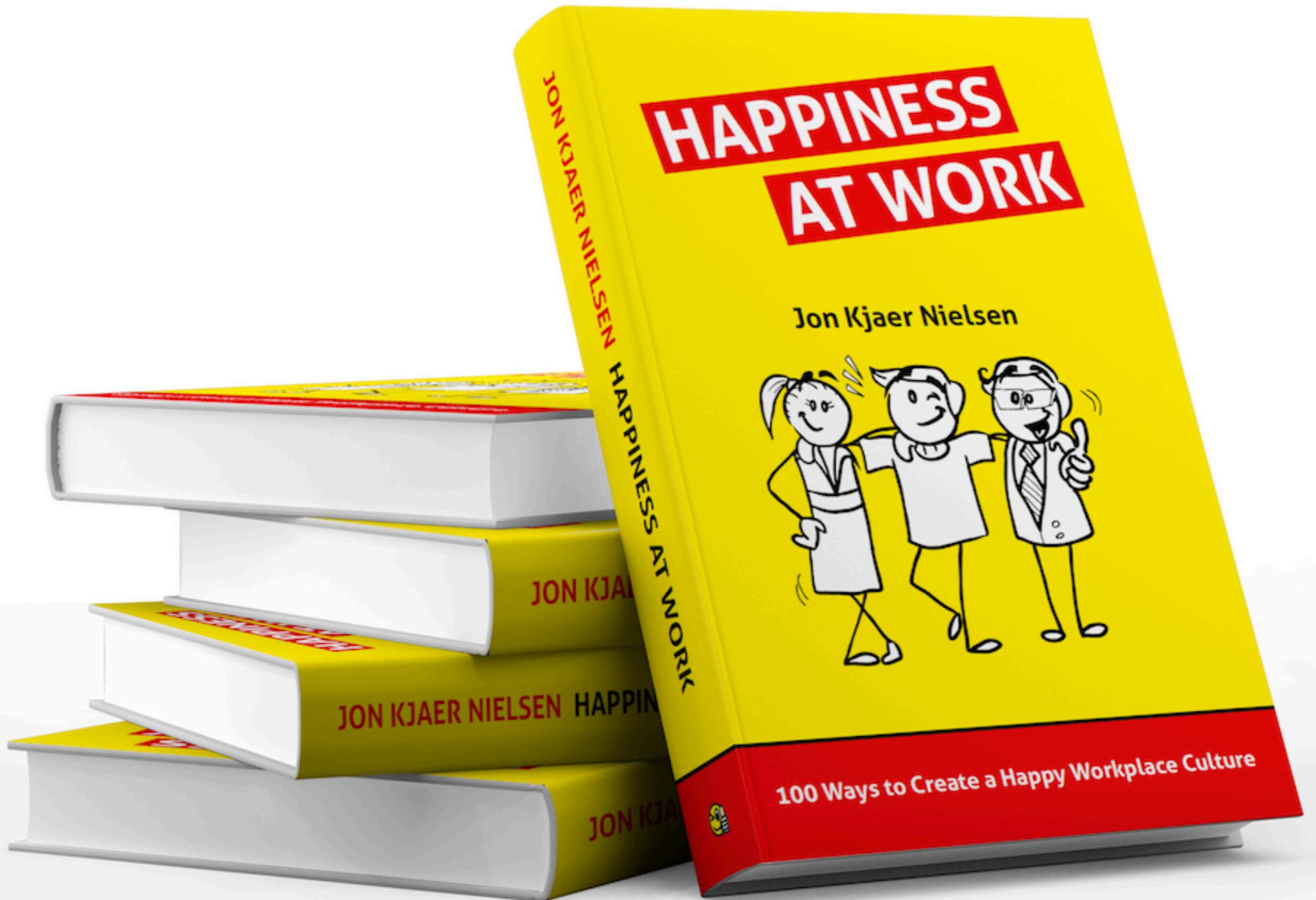
ledelse
Morten Bertelsen



Sammendrag af: Projekt
Arbejdsglæde



Music and Life - Alan Watts
seandulac



**HAPPINESS
AT WORK**

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100 Ways to Create a Happy Workplace Culture

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HAPPINESS AT WORK

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JON KJAER NIELSEN HAPPINESS AT WORK

JON KJAER NIELSEN

Walk 'n Talk - on Culture

- Where are we on the “always-done-it-this-way” vs. open-minded -axis?
- What do we appreciate about our culture, that which we wish to keep?
- What would we like to add to the culture? (“wouldn’t it be great if we were better at...”)
- What’s your main takeaway from this mornings session?
- How can I influence my happiness and our culture in a desired direction?

[Materials from today: jon.dk/novonesis](http://jon.dk/novonesis)



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Novonesis, January 21st 2026

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Positive Relationships



#2 Ask someone on a DATE



Change jobs



#26 Costume day



#18 Help me out



#58 Ambassadors



#88 Involve the critics

