

Forward together

- on happiness, change and culture

Novo Nordisk, September 2025
with Jon Kjær Nielsen #jondk

Materials:
jon.dk/novo



Culture









Jon Kjær Nielsen
Speaker & Author

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

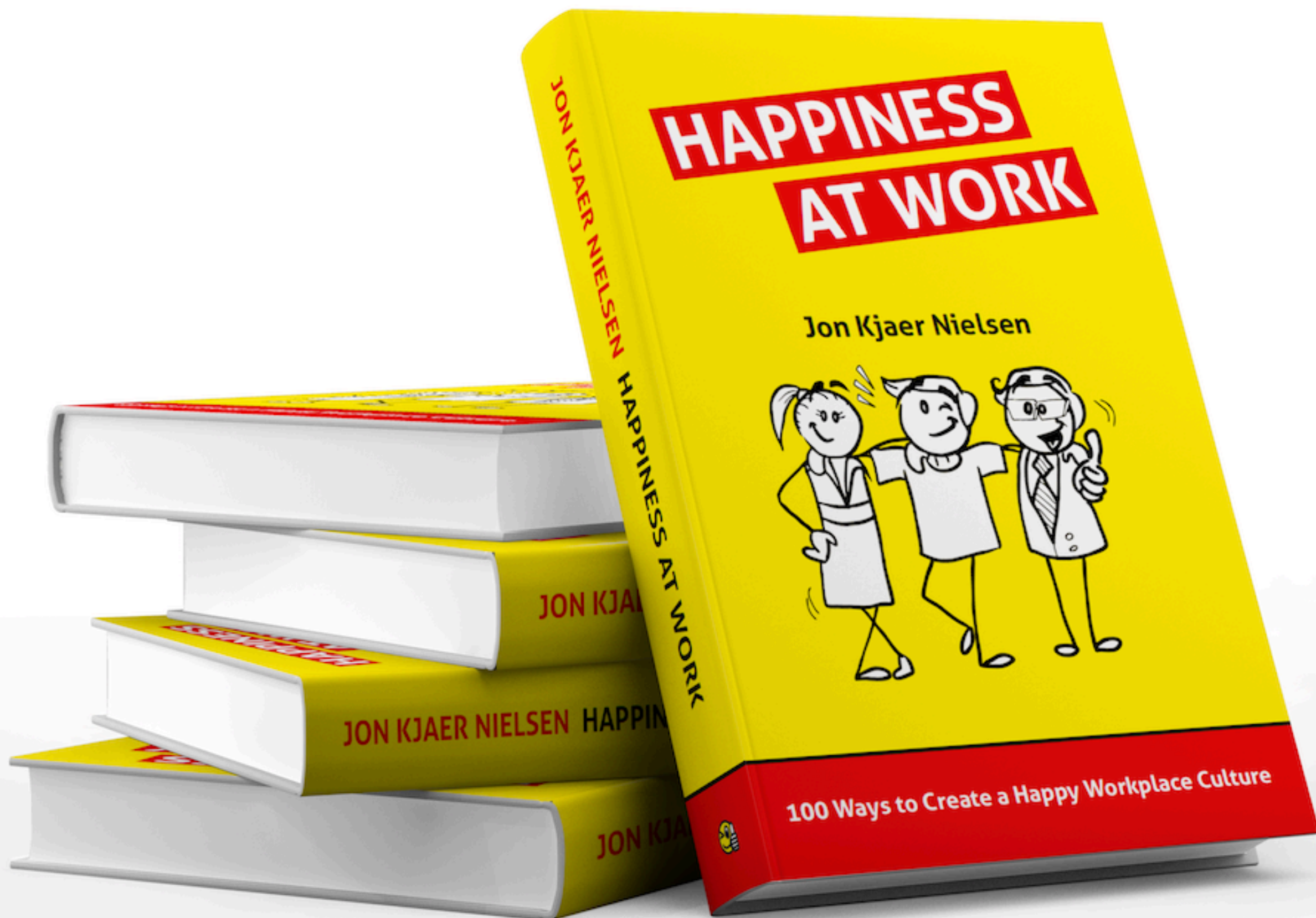
Independent consultant
since 2006.

Biker, book-worm, chef,
HappyWays Podcast host



A-Speakers
International Speakers Bureau





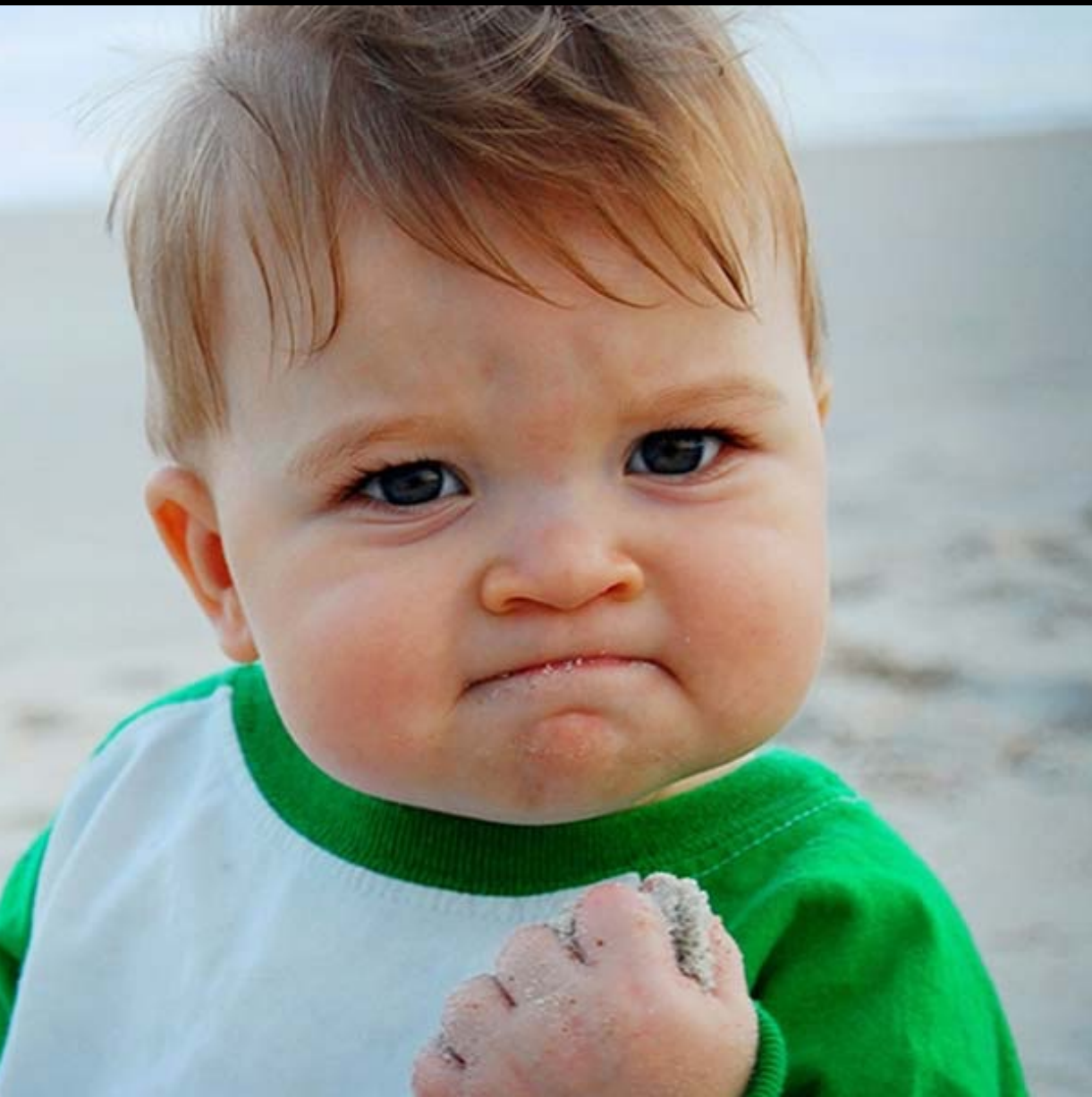
HAPPINESS AT WORK

Jon Kjaer Nielsen



100 Ways to Create a Happy Workplace Culture

Take action for better days



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

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...

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...”)

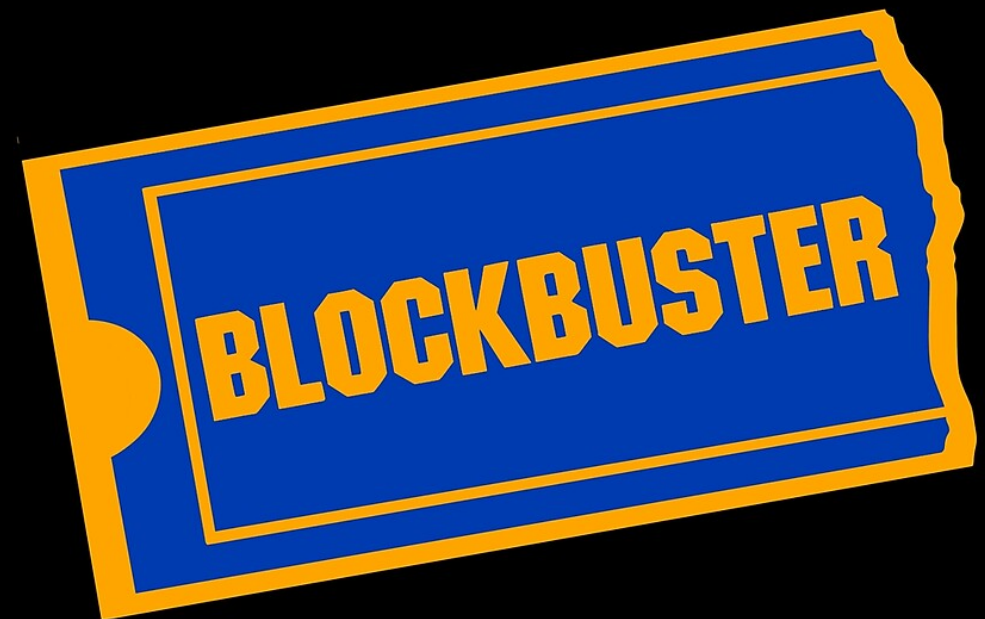
“We’ll have
to wait and
see...”







Change happened





Change happened



**TOWER
RECORDS**





Why the hesitation?

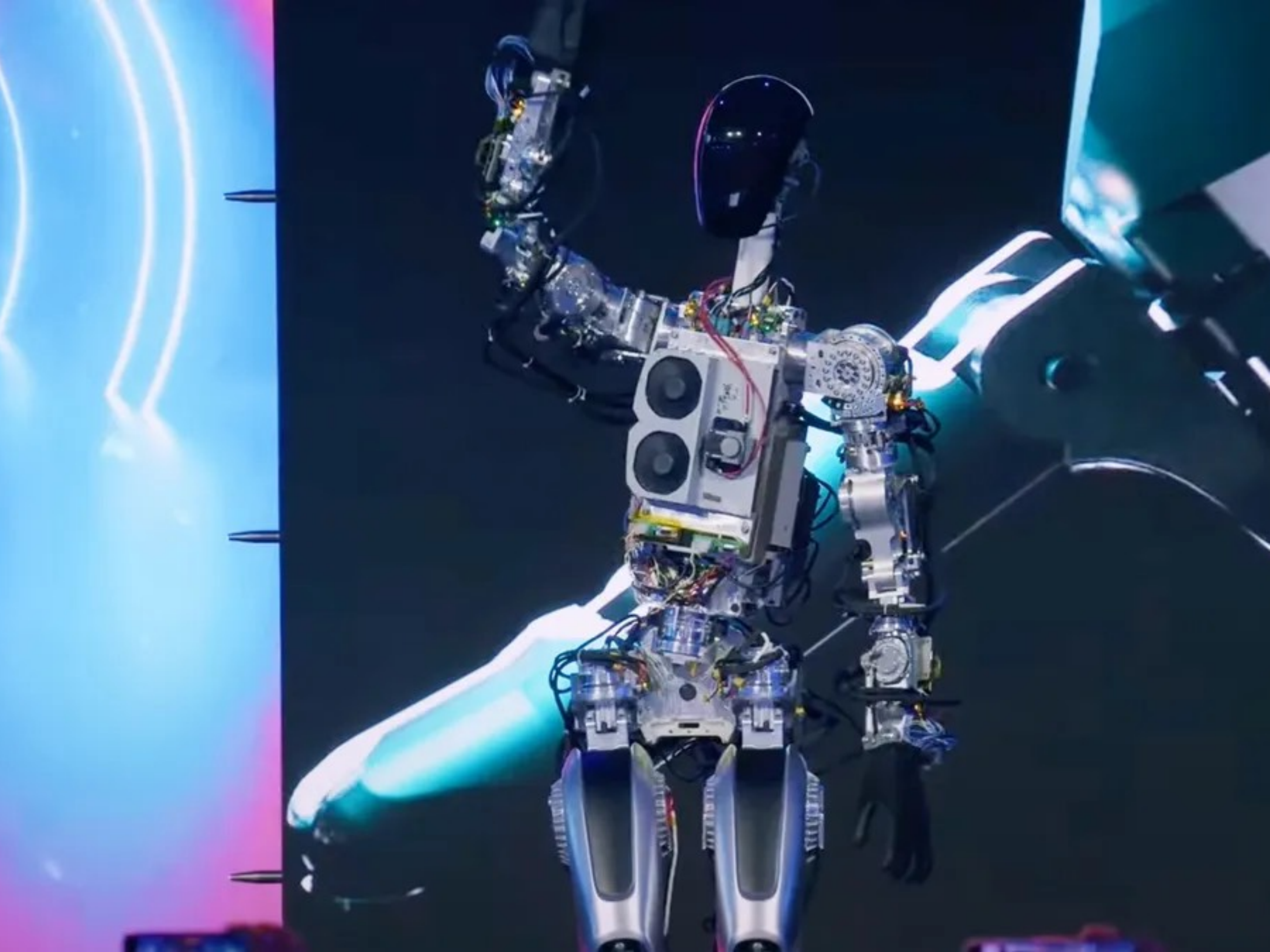
Fear & U

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

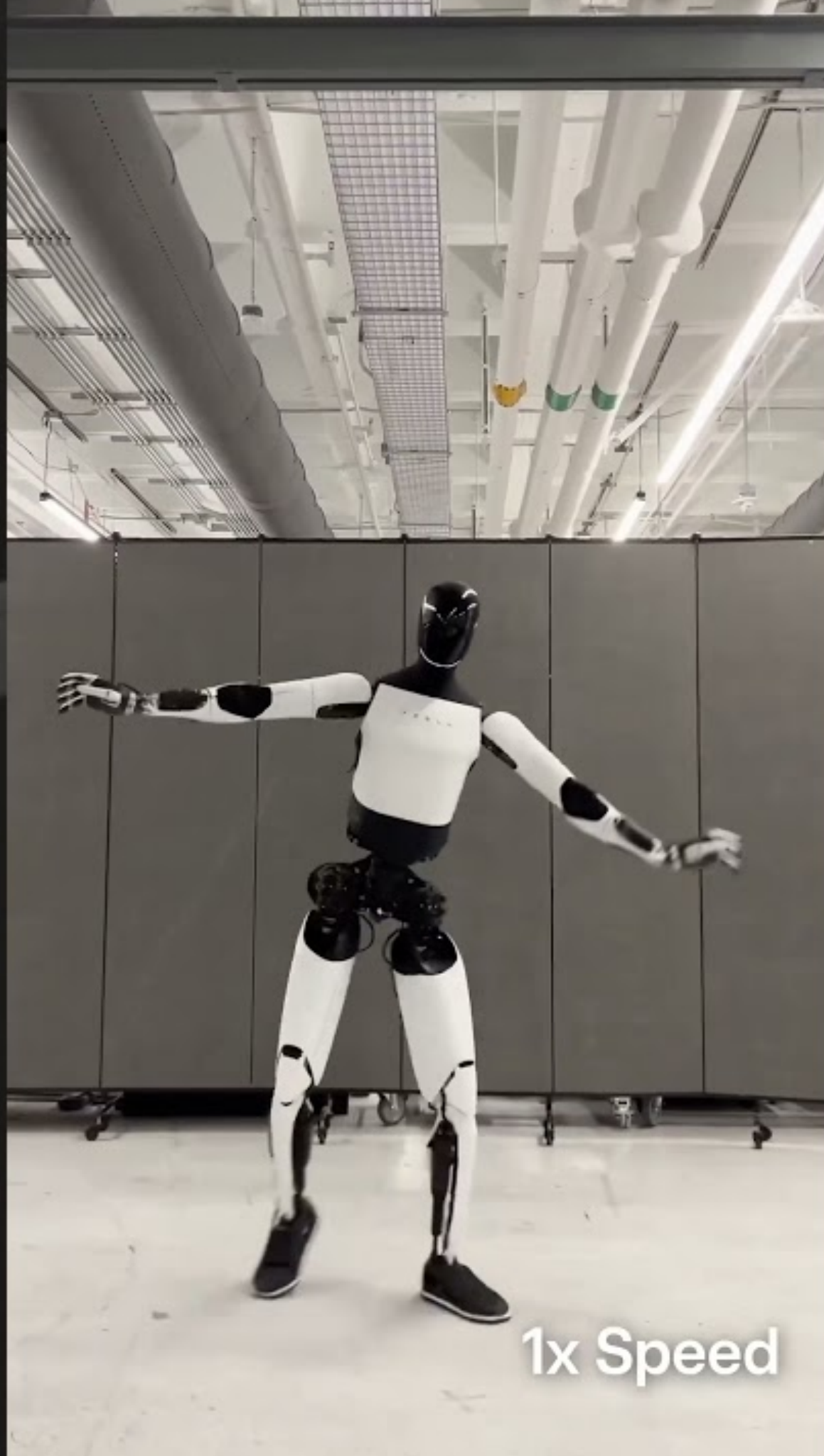
TESLA





Optimus Gen 2



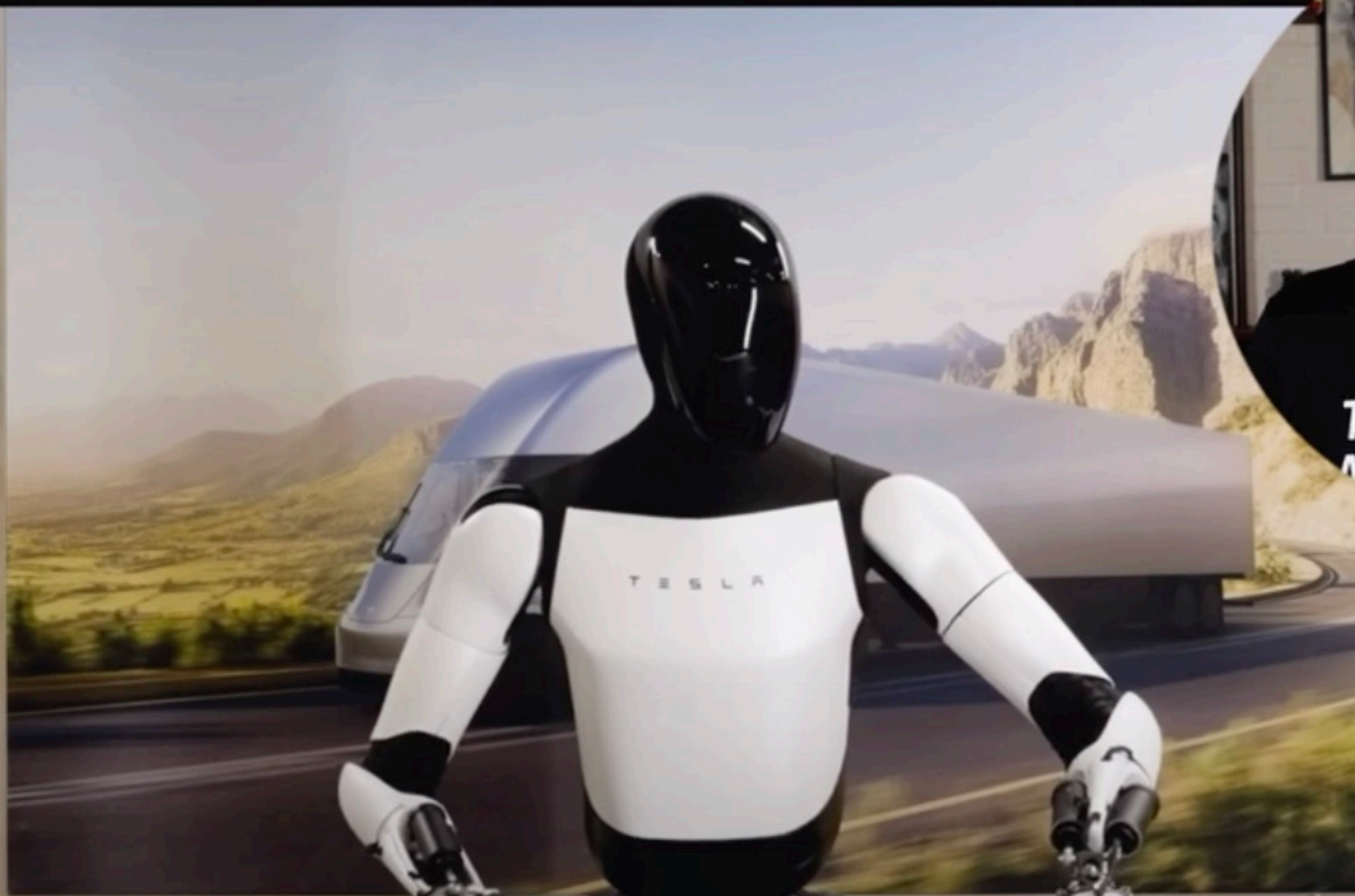


1x Speed



Use Cases?

@jondk: Robotterne kommer



Left



Thumb

Index

Tactile sensing on
all fingers

Key:
Willingness to
jump off the fence



Arbejdsglæde

[arh-beids-gleh-de]

= Work Happiness

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

186 **Life's Work**

Kareem Abdul-Jabbar

PLUS Audacious Ideas 2012

SPECIAL DOUBLE ISSUE

THE VALUE OF HAPPINESS

HOW EMPLOYEE
WELL-BEING
DRIVES PROFITS



Productivity:

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

See: The Happiness Advantage, by Achor



Arbejdsglæde

How much...?



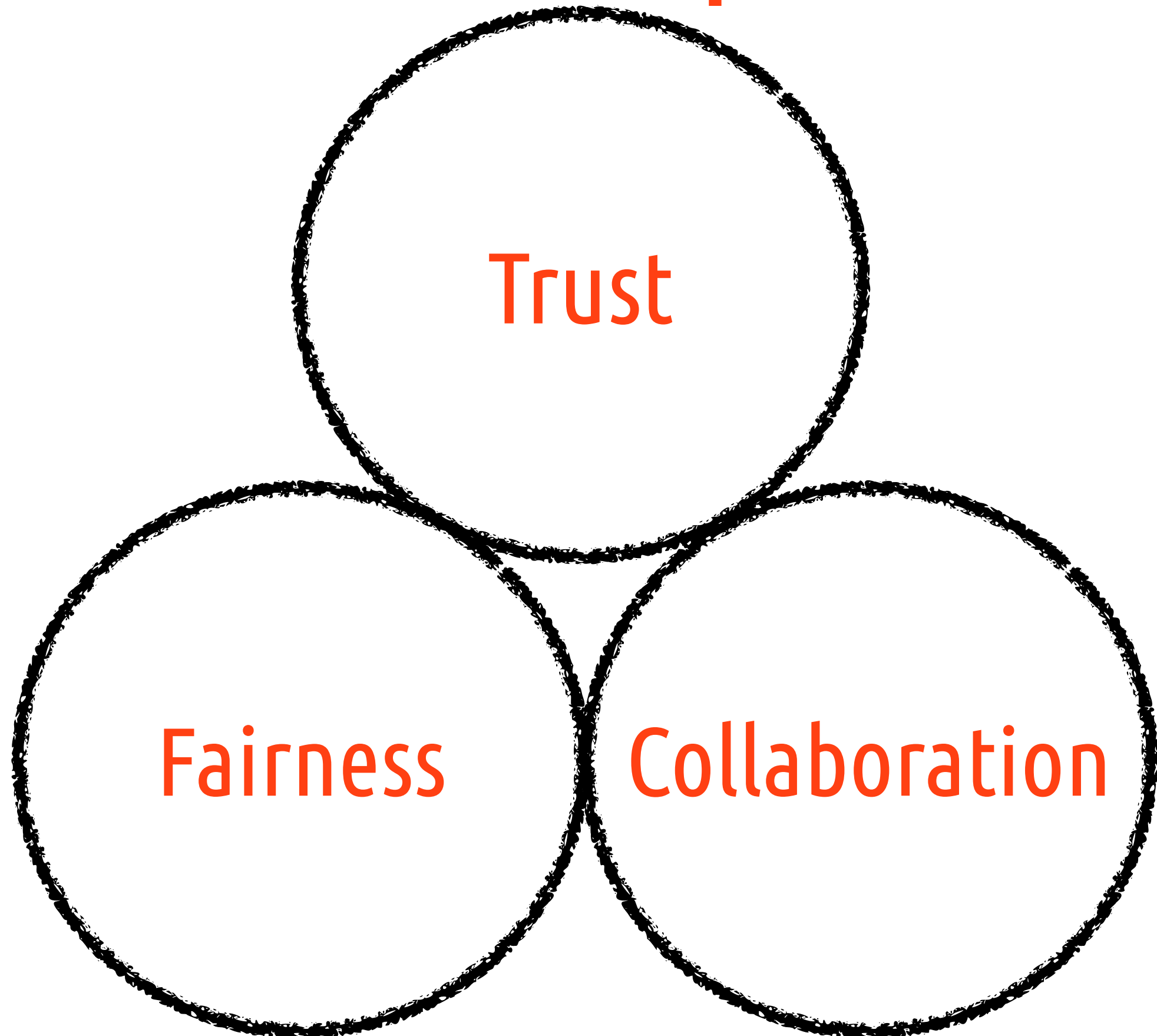
Reflection:
Think about a really
good day at work

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





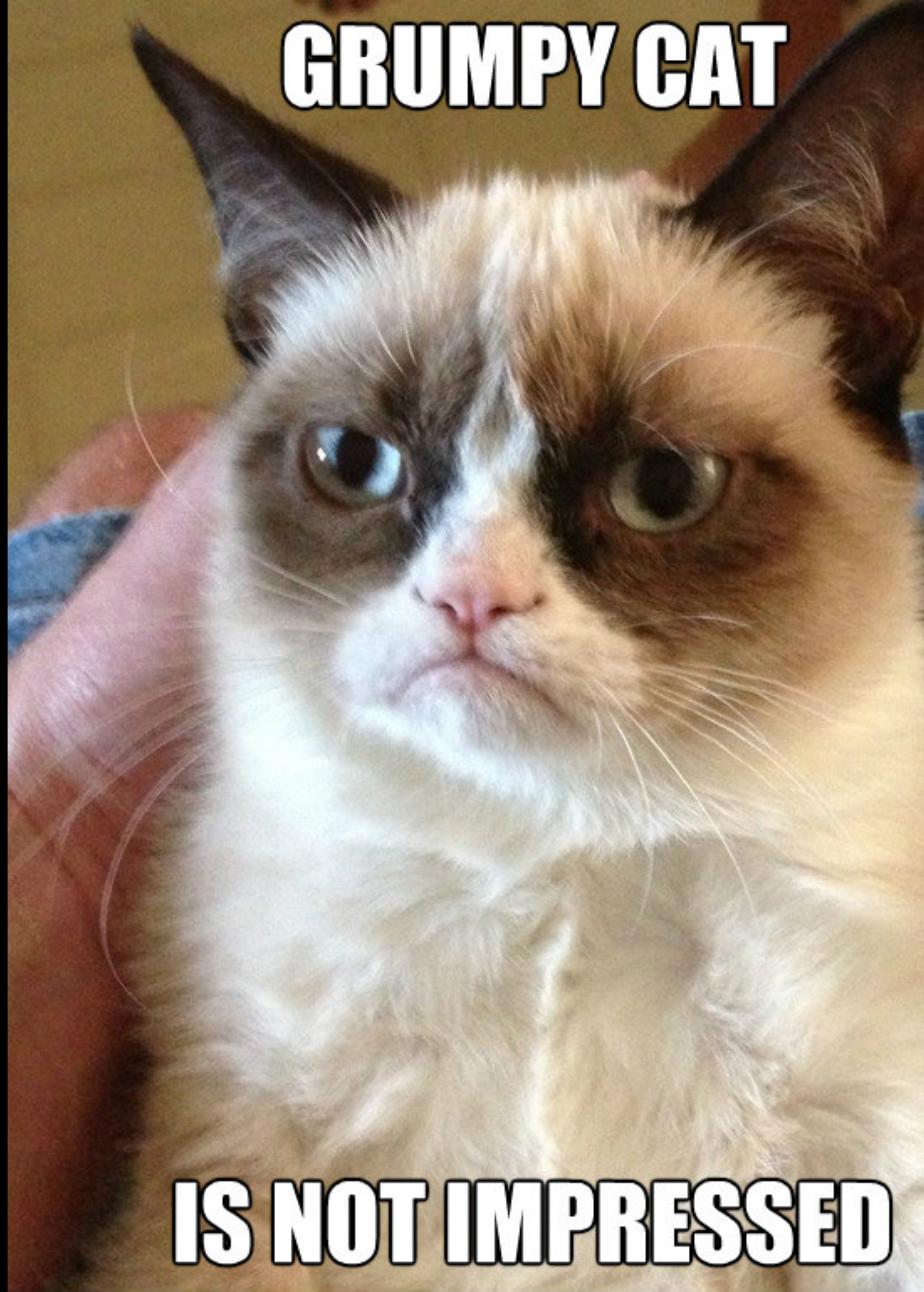
Social Capital



The fairness experiment



No
happiness?



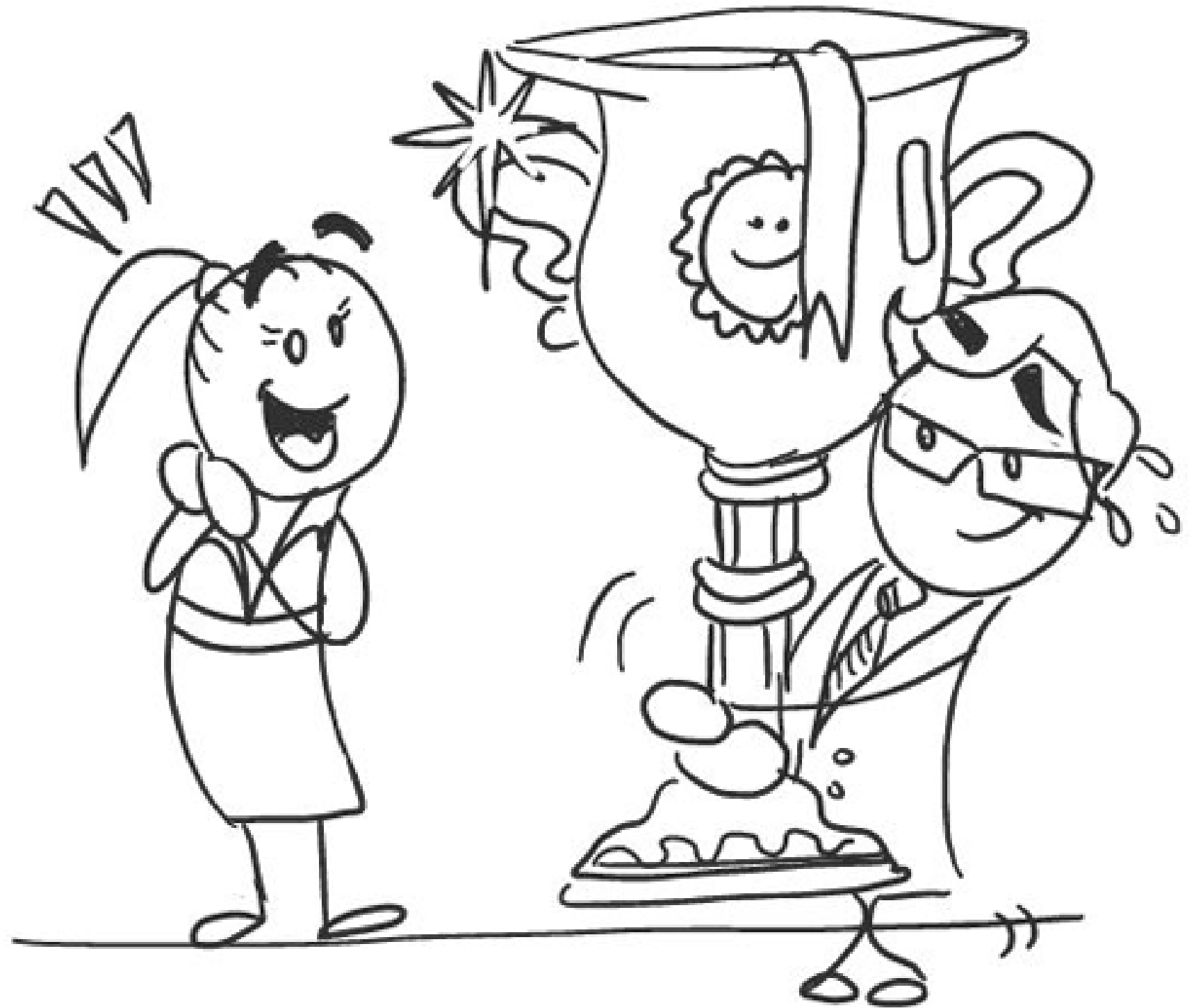
GRUMPY CAT

IS NOT IMPRESSED

Problem #2: Lack of Recognition

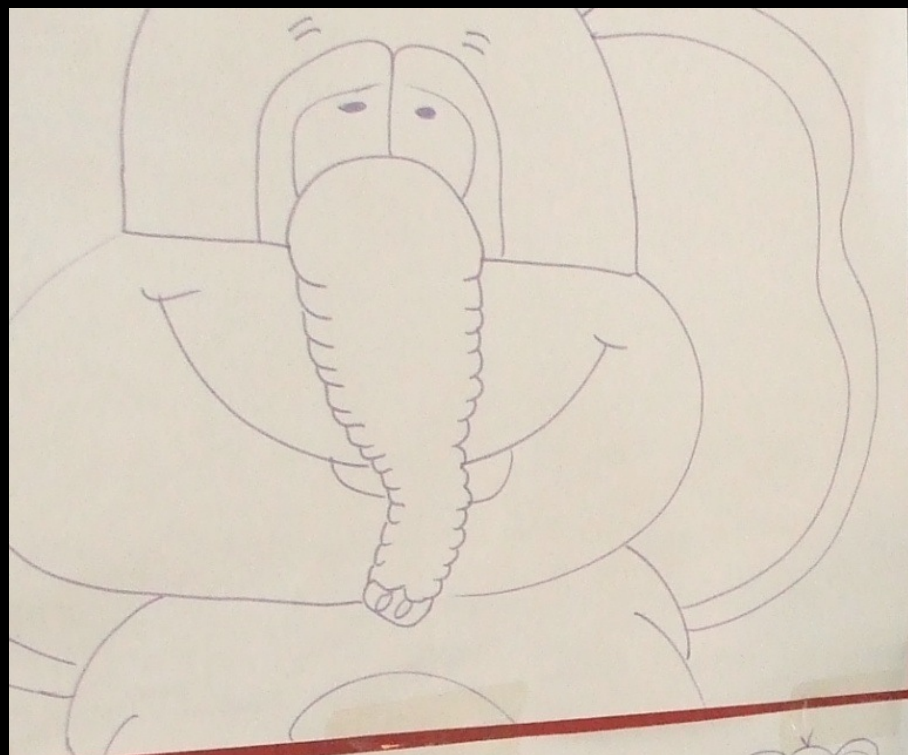



Recognition





#33 Order of the Elephant



LEFANT-ORDENEN 

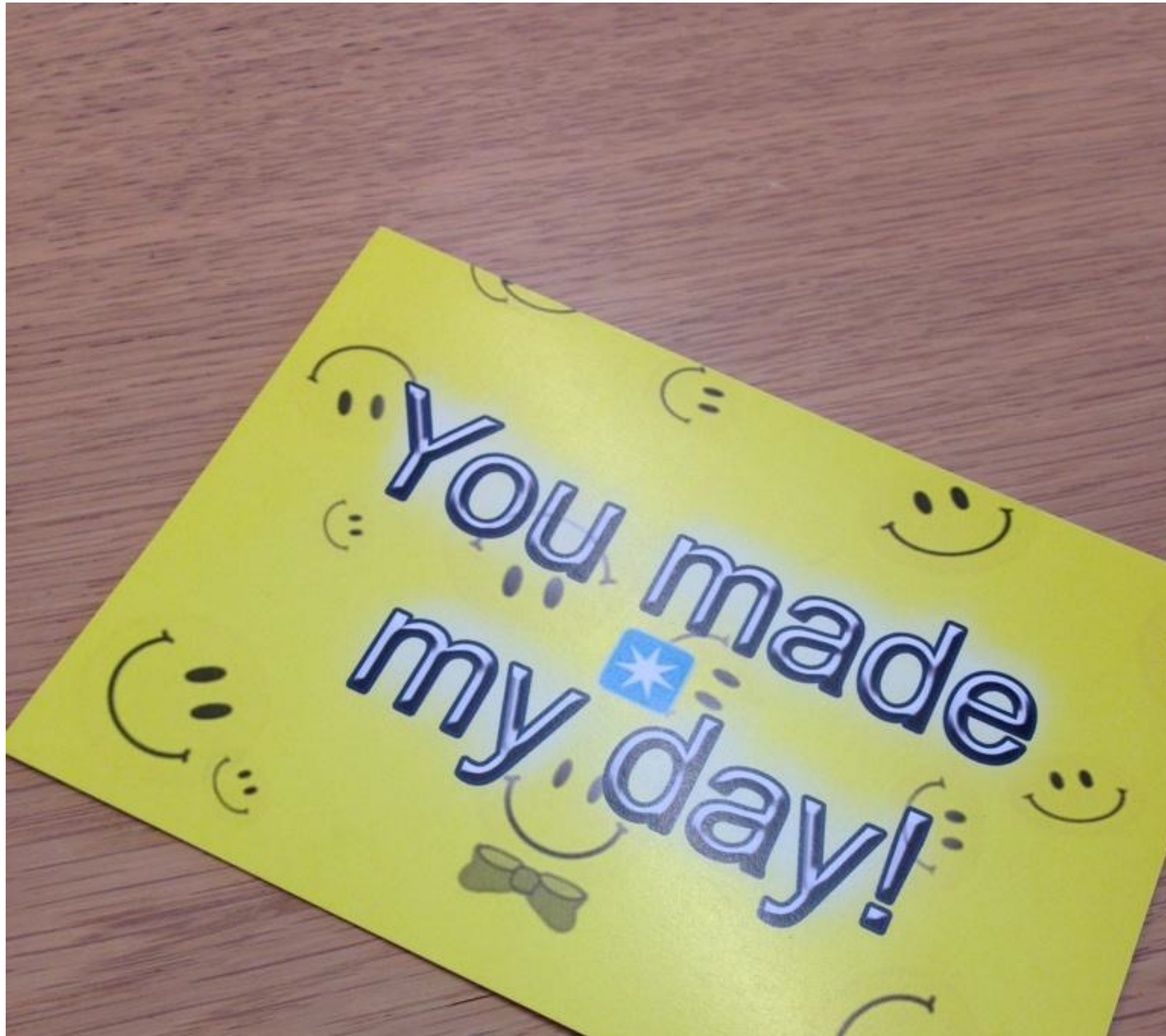
SADAN GØR DU:

- ⇒ 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

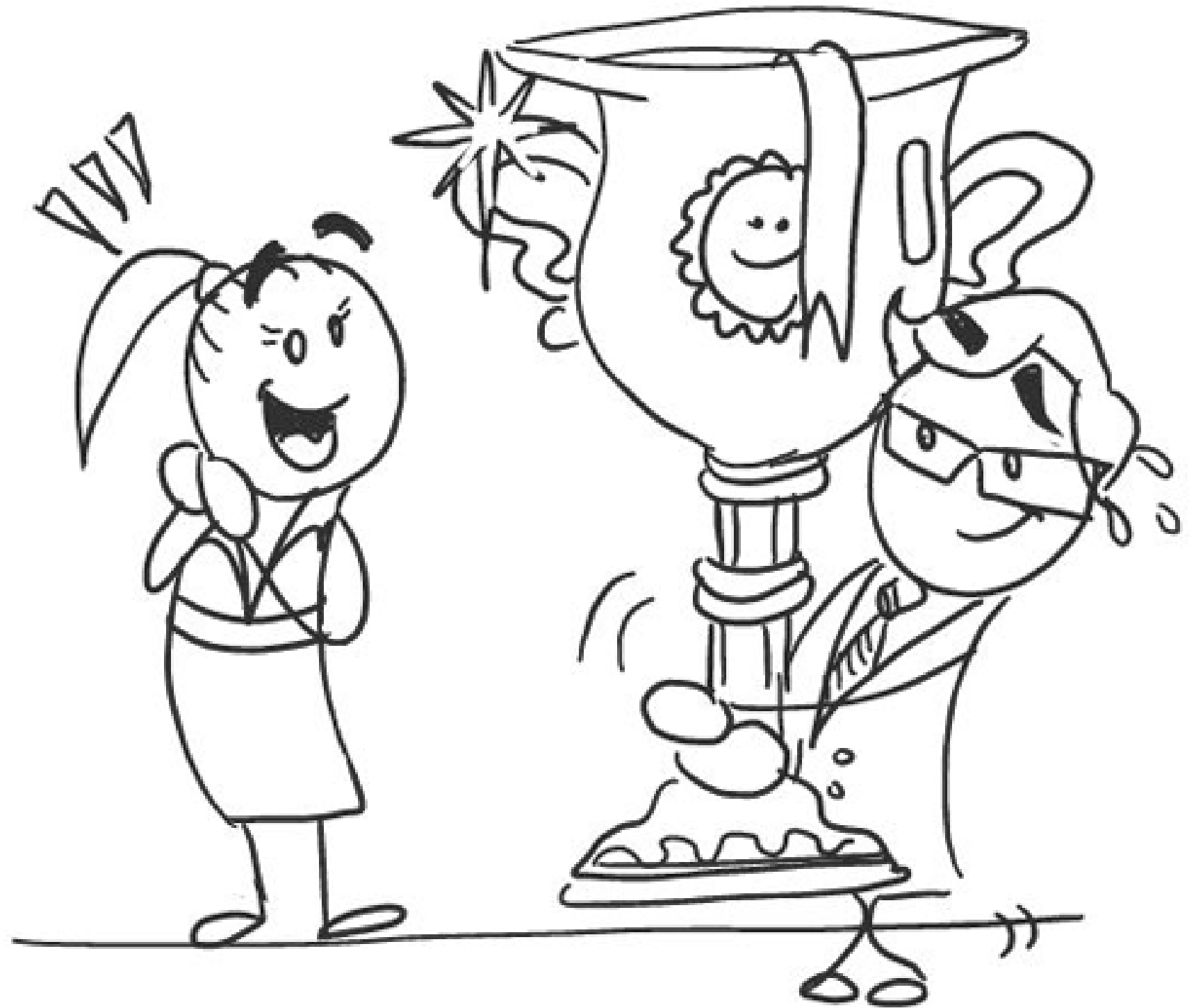
STÅ PÅ SKRIVEBORDET, I DAG OG NESTE DAG
KOLLEGAEN HVORFOR DEN?



#23 Well Done! cards



Celebrate success

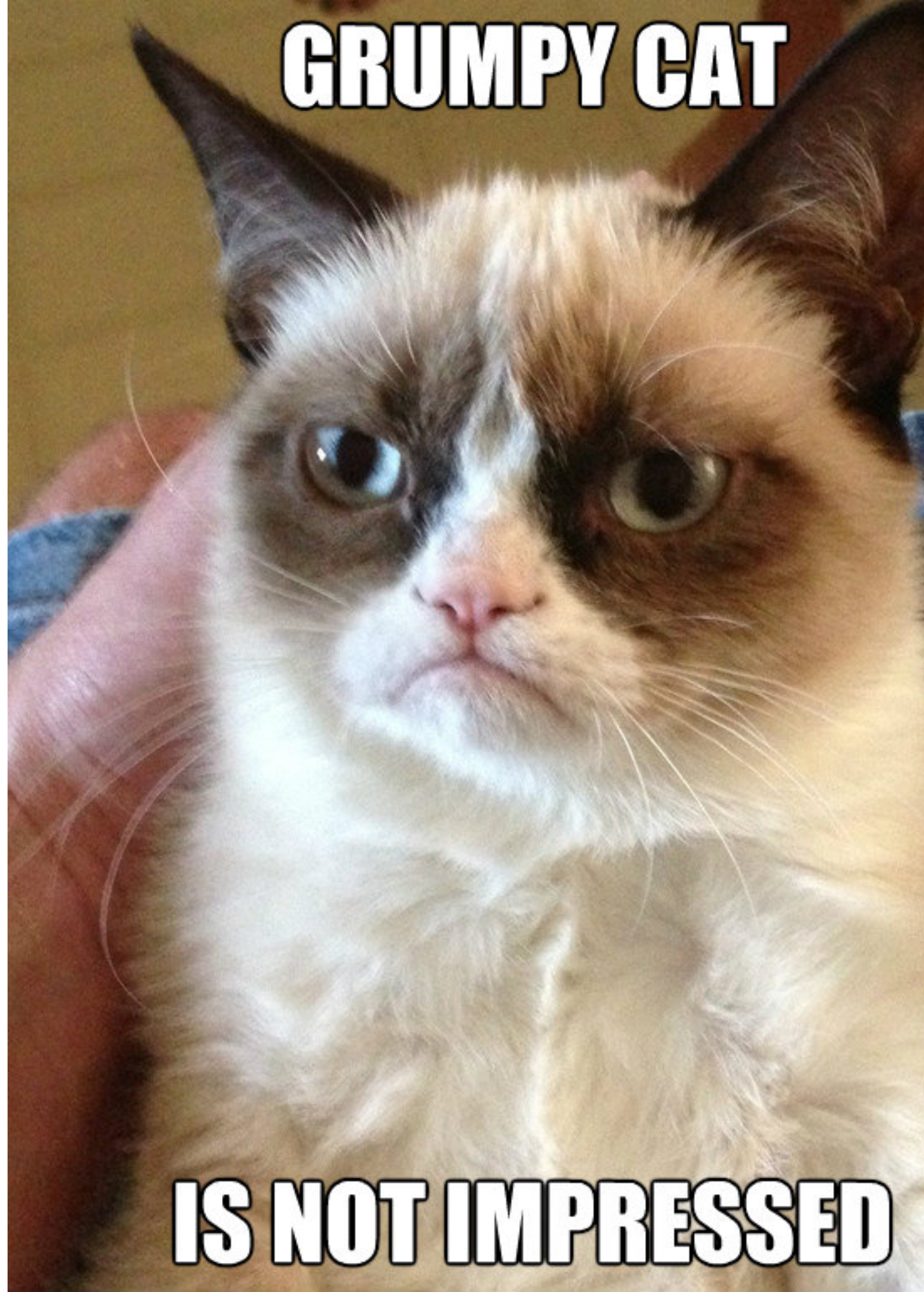




Problem #1: Whining and complaining

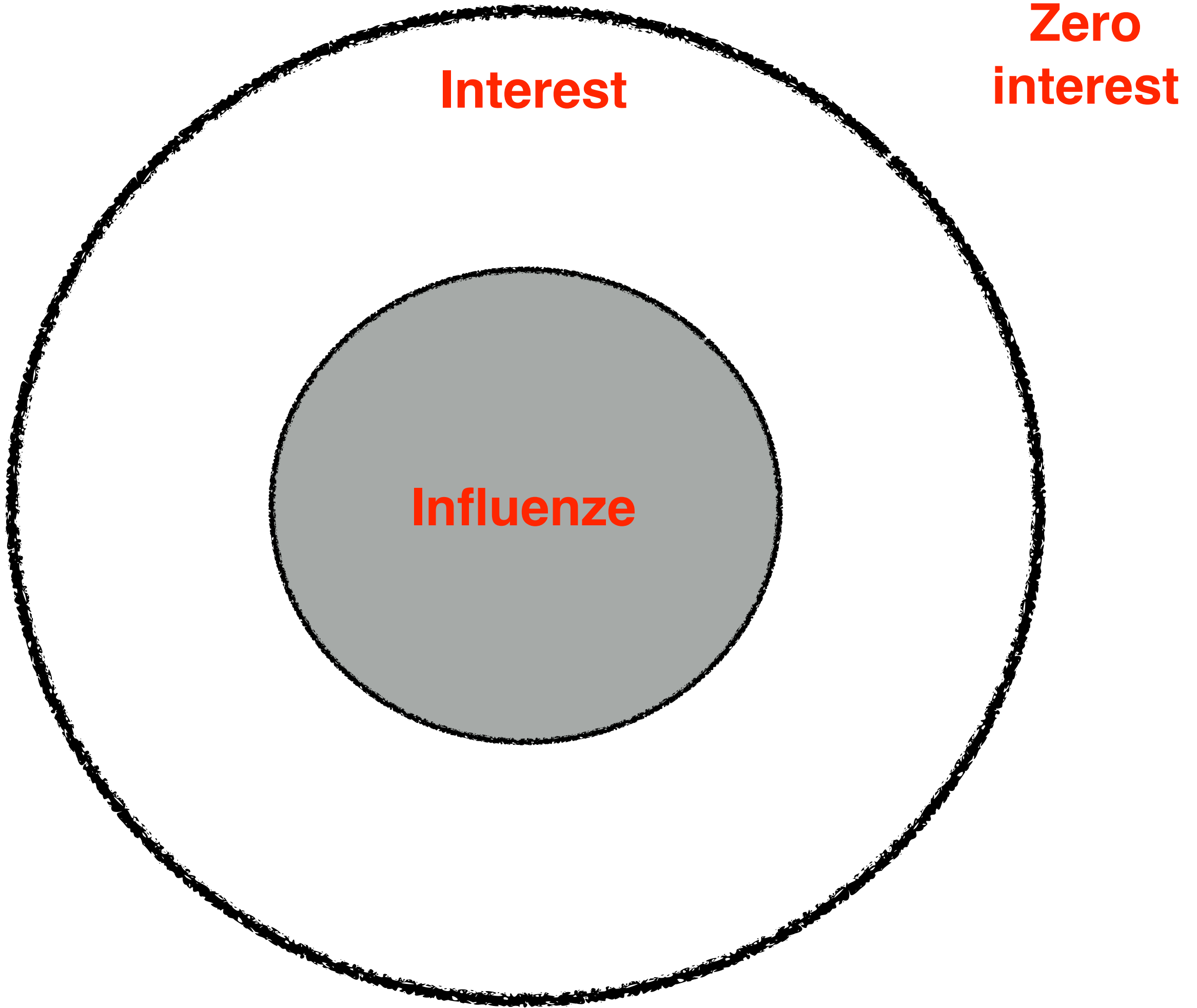


Playing The Victim



GRUMPY CAT

IS NOT IMPRESSED



Shared reflection

Share what takes up your attention, or that of your coworkers? That which takes up time and tends to get talked about a lot.

Where do they fall in the circle? Are these issues we can influence, or are they in fact outside our control?

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



Optimism



**BEST TIME
EVER TO GET
BRACES!**



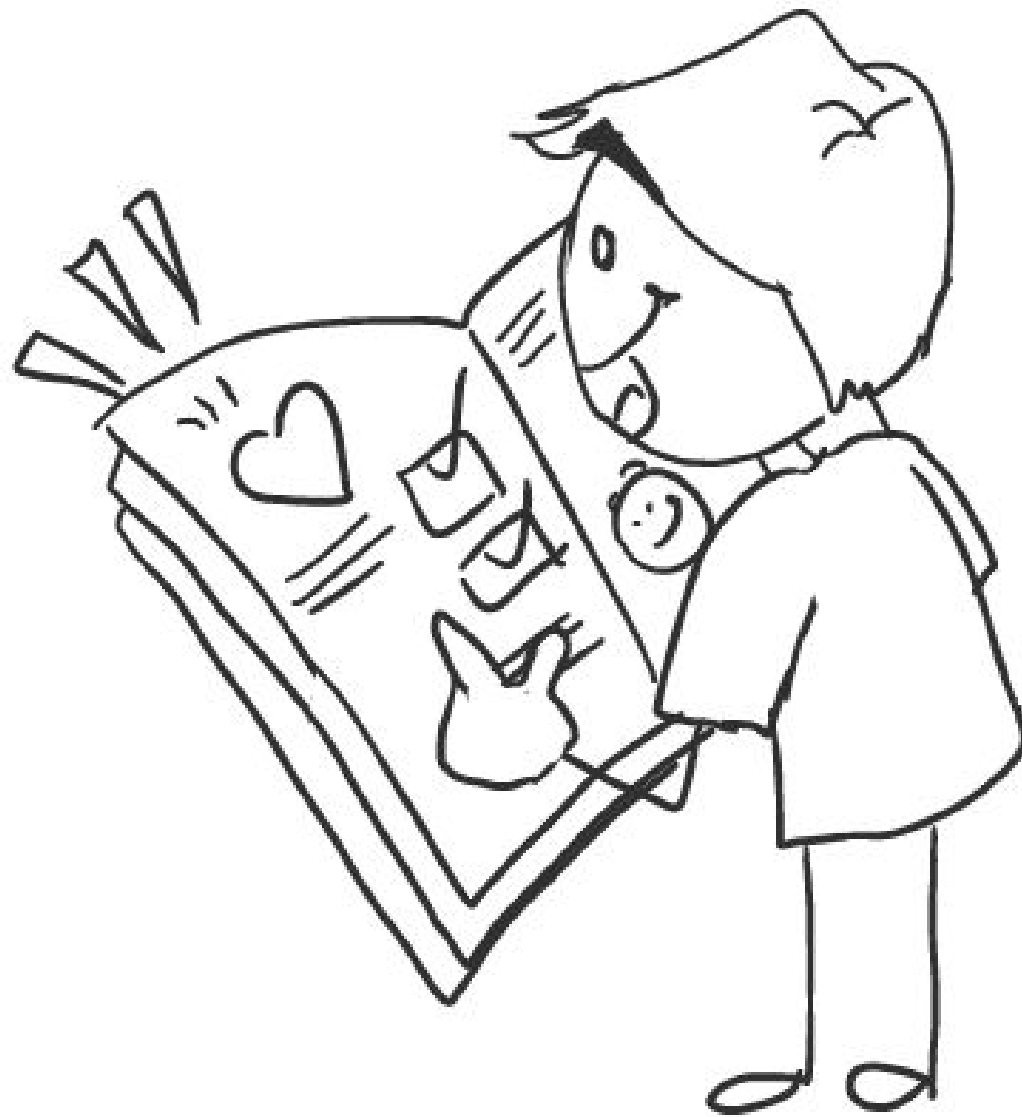
Smile at the World
ORTHODONTICS

SmileAtTheWorld.com



LAMAR

What Went Well?



Positive Relationships



#2 Ask someone on a DATE



Change jobs



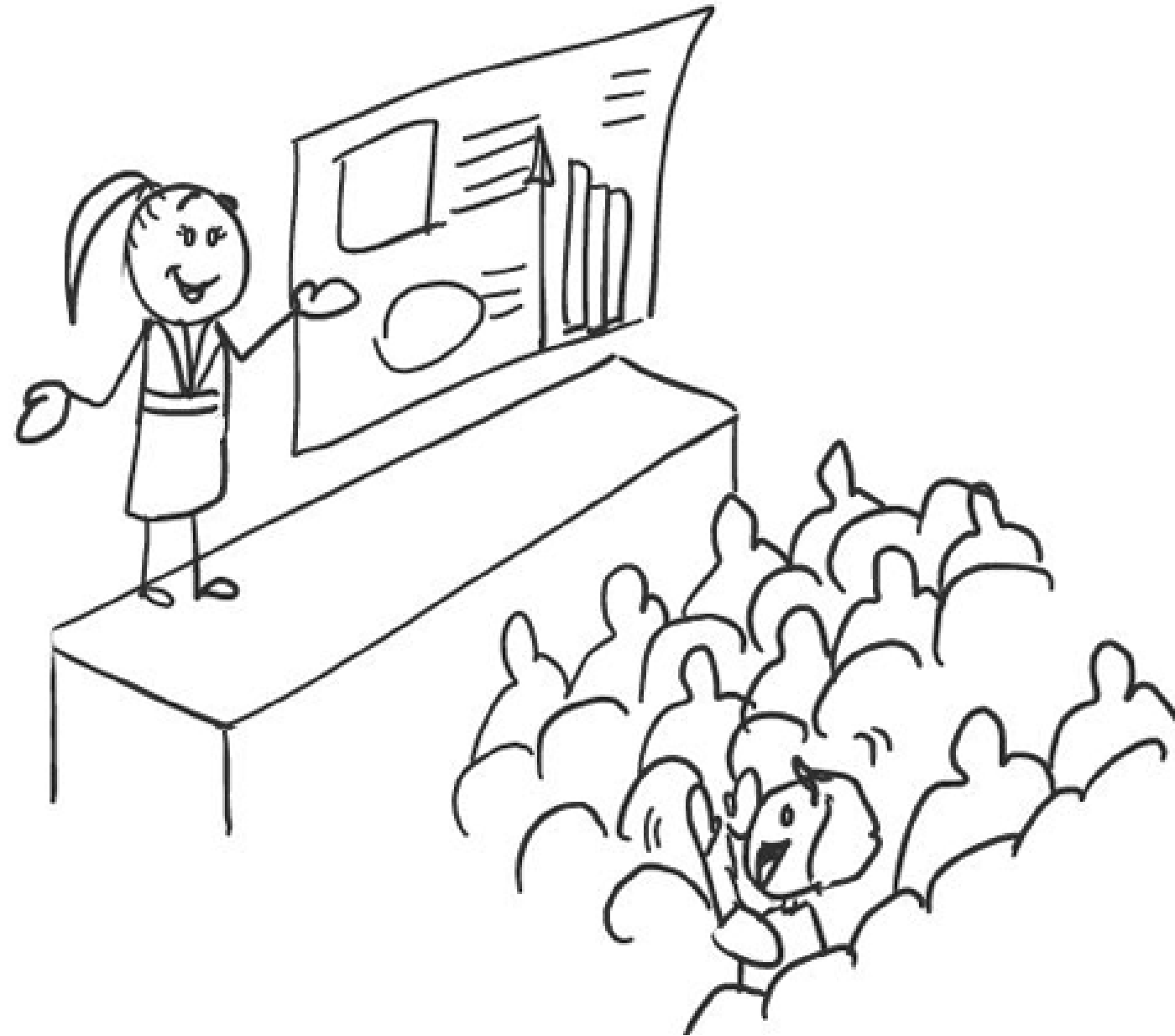
#26 Costume day



#18 Help me out



#58 Ambassadors



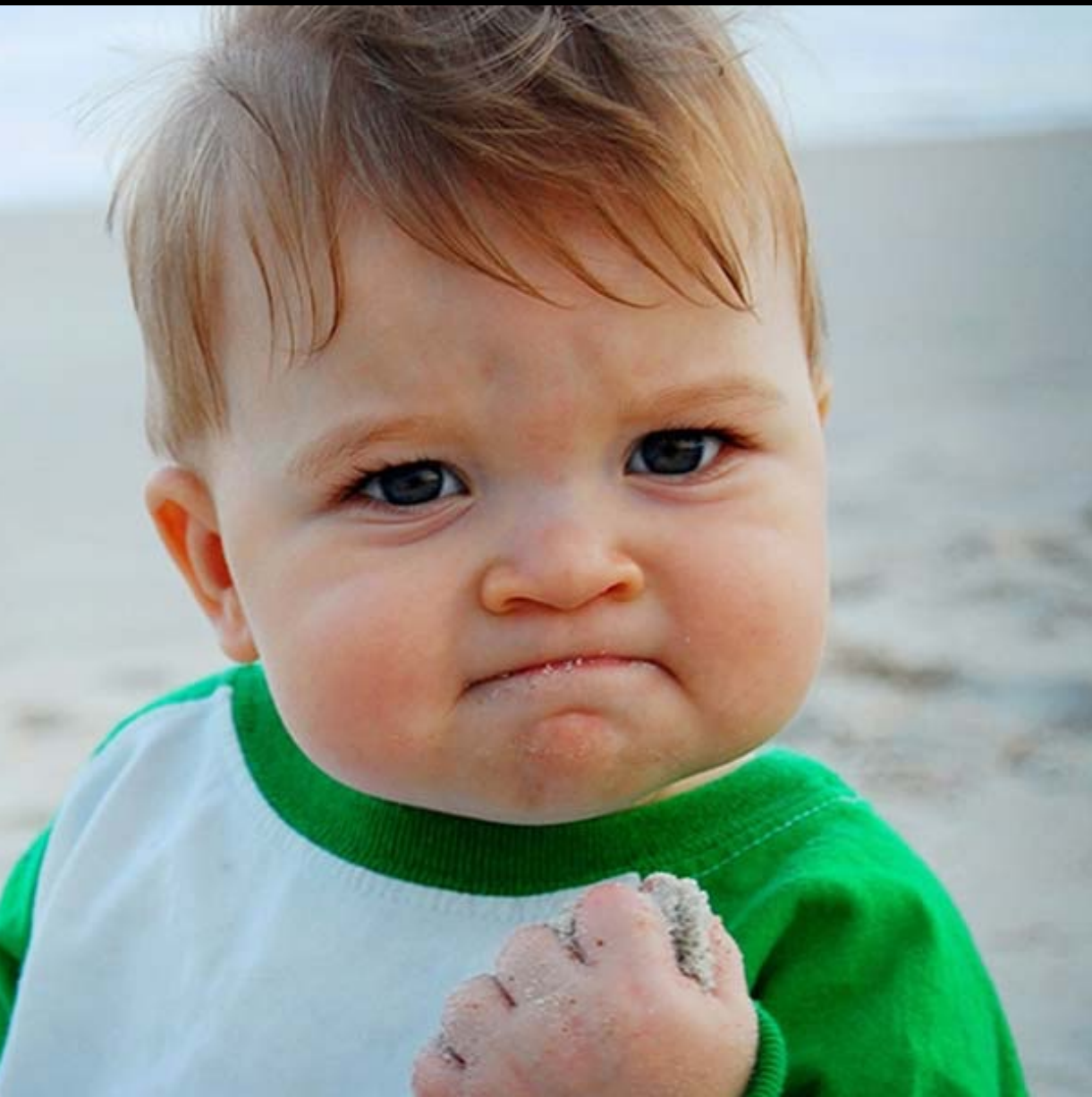
#88 Involve the critics



#69 Positive beginnings



Take action for better days



- Decide on 1 to 3 things you will do after today
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Jon Kjær Nielsen

@jondk · 648 abonnenter · 96 videoer

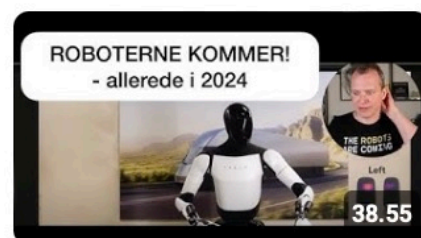
Jeg brænder for at skabe fede arbejdspladser og jobs vi holder af - ikke bare holder ud. I de... >

jon.dk

Abonner

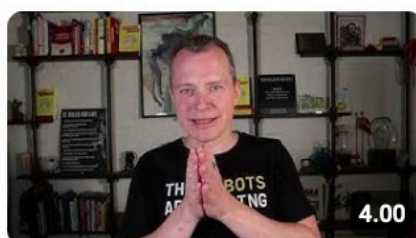
Start Videoer Live Playlister Fællesskab

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



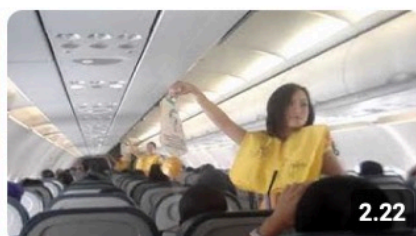
4-dages arbejdsuge,
effektivitet og bedre møder...

220 visninger
· for 6 måneder siden

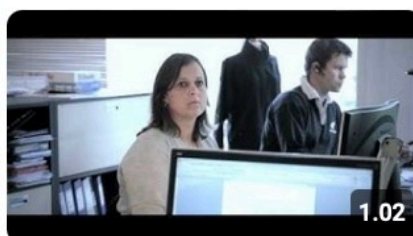
Arbejdsglæde ▶ Afspil alle



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



Cebu Pacific FAs dancing
[wingco1129](#)



Knald på kontoret
[DGISTorkoebenhavn](#)



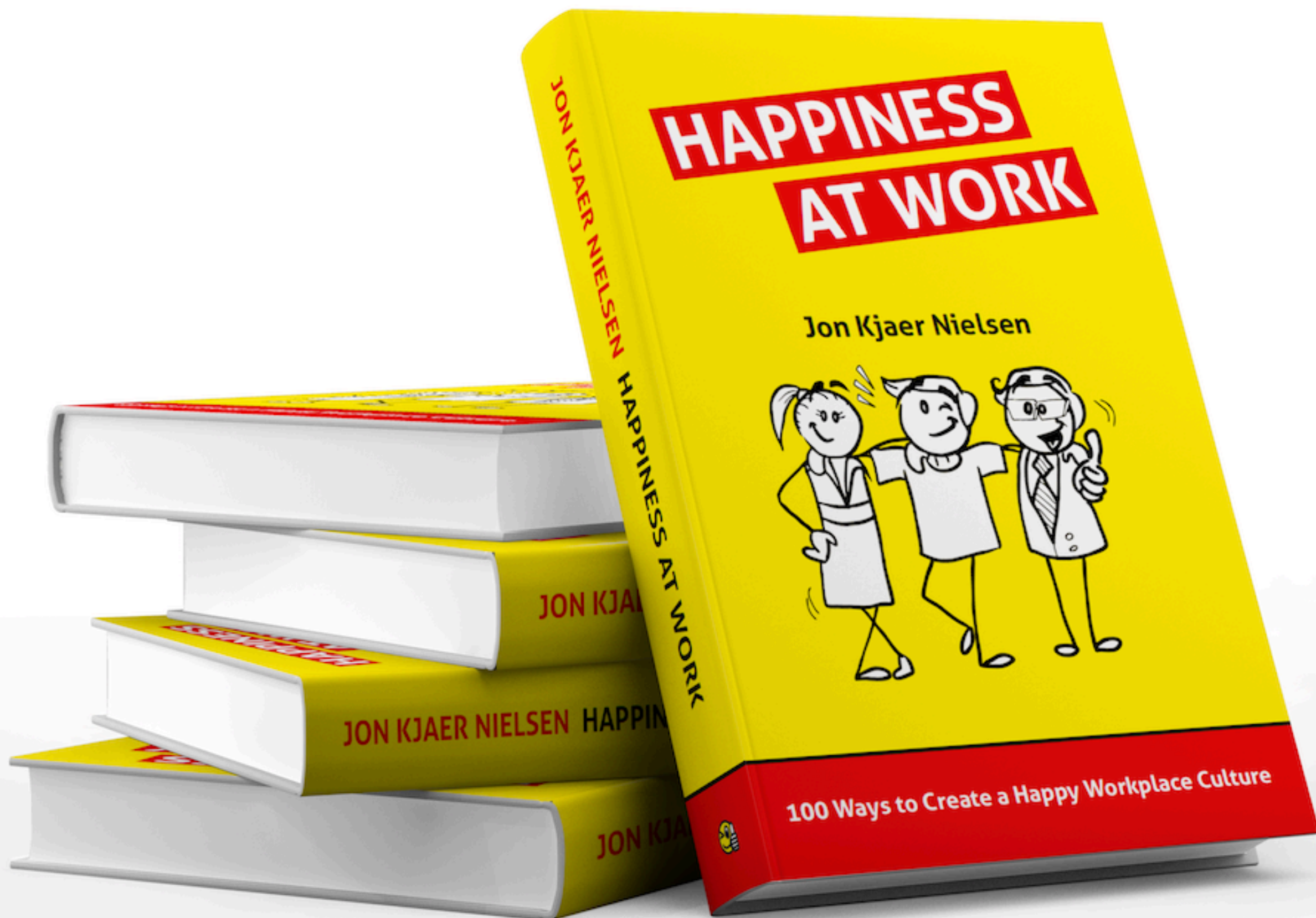
ledelse
[Morten Bertelsen](#)



Sammendrag af: Projekt
Arbejdsglæde



Music and Life - Alan Watts
[seandulac](#)



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