

Happy new office

Zealand Pharma, May 3rd 2019
with Jon Kjær Nielsen #jondk



Get more on the HappyWays Podcast

A large display of beer bottles in a tunnel, illuminated with a green glow. The bottles are arranged in a long row, and the text is overlaid on the scene.

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

That calls for a **Carlsberg**

KIT







Take action

- Decide to actively help shape the culture at the new office
- Small steps, daily habits!





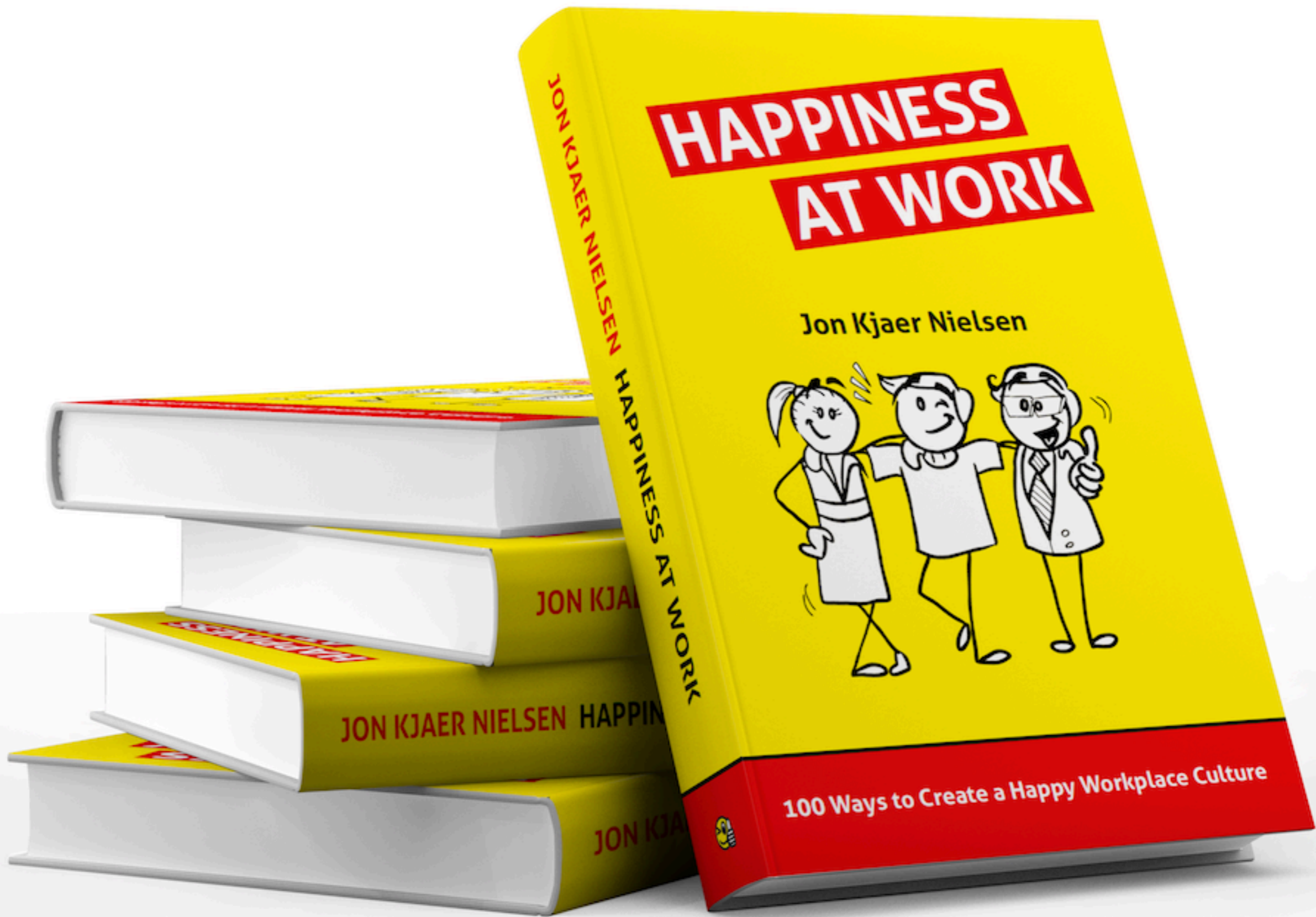


Jon Kjær Nielsen -
Speaker & Author

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

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JON KJAER NIELSEN HAPPINESS AT WORK

JON KJAER NIELSEN

Materials

jon.dk/zealand

- Today's presentation
- free ebook: "The Happy Dozen"
- HappyWays + RevolutJon!
Podcasts
- Danish only: "Målrettet Mandag" newsletter



Listen on

Apple Podcasts



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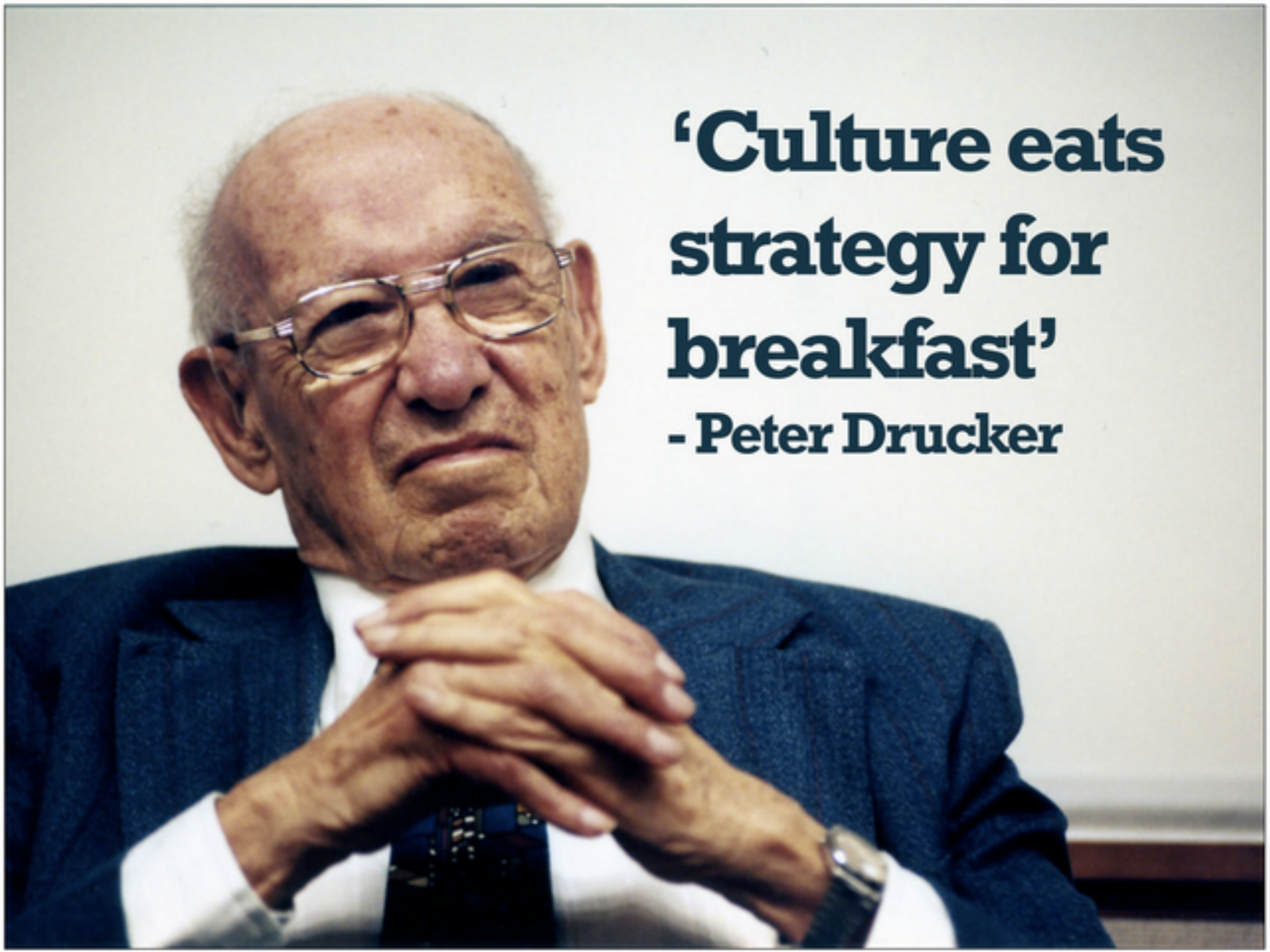
Spotify®



Congratulations
on the coming
“home improvements”

Culture





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



What do we most appreciate about the Zealand Pharma culture?



“We’ll have
to wait and
see...”







Change



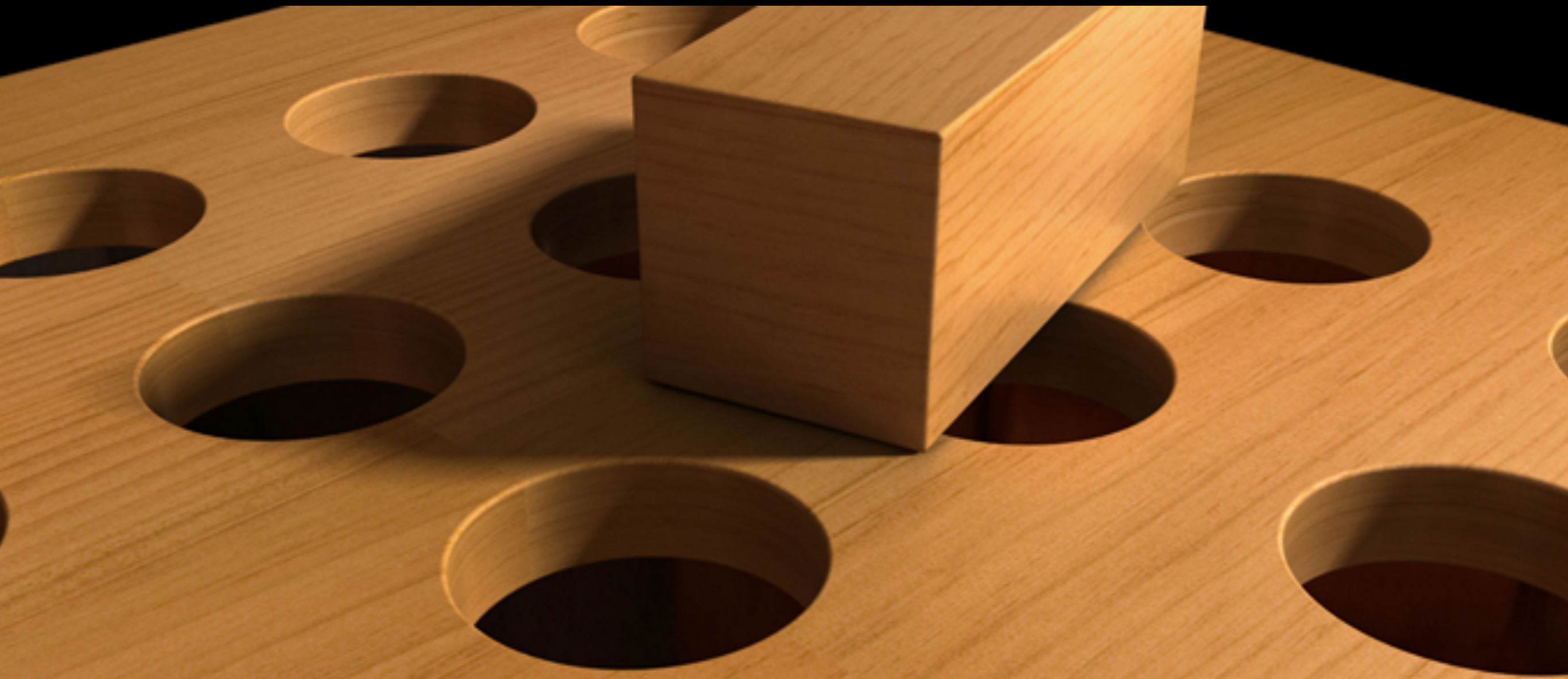




The open office culture



Four known issues



Issue: Noise



Quick fix:

- Shut out: Headphones
- Shut up: Meeting rooms and quiet zones
- Get out: Common areas
- Structural: Choice of materials & layout



Issue: Interruptions



Issue: Interruptions

Human traps



Quick fix:

- Hide away: Avoid human traps
- Stay away! Use signs and signals

**Restricted Area
Keep Out**

CAUTION
NON-PERMIT
CONFINED SPACE
KEEP OUT UNLESS
AUTHORIZED

RADIATION

**HIGH RADIATION
AREA**
PERSONNEL MONITORING
REQUIRED

STOP

**PRIVATE
KEEP OUT**



DANGER
**CONSTRUCTION
AREA
KEEP OUT**

Quick fix:

- Hide away: Avoid human traps
- Stay away! Use signs and signals
- Stay focused... for 20 minutes...

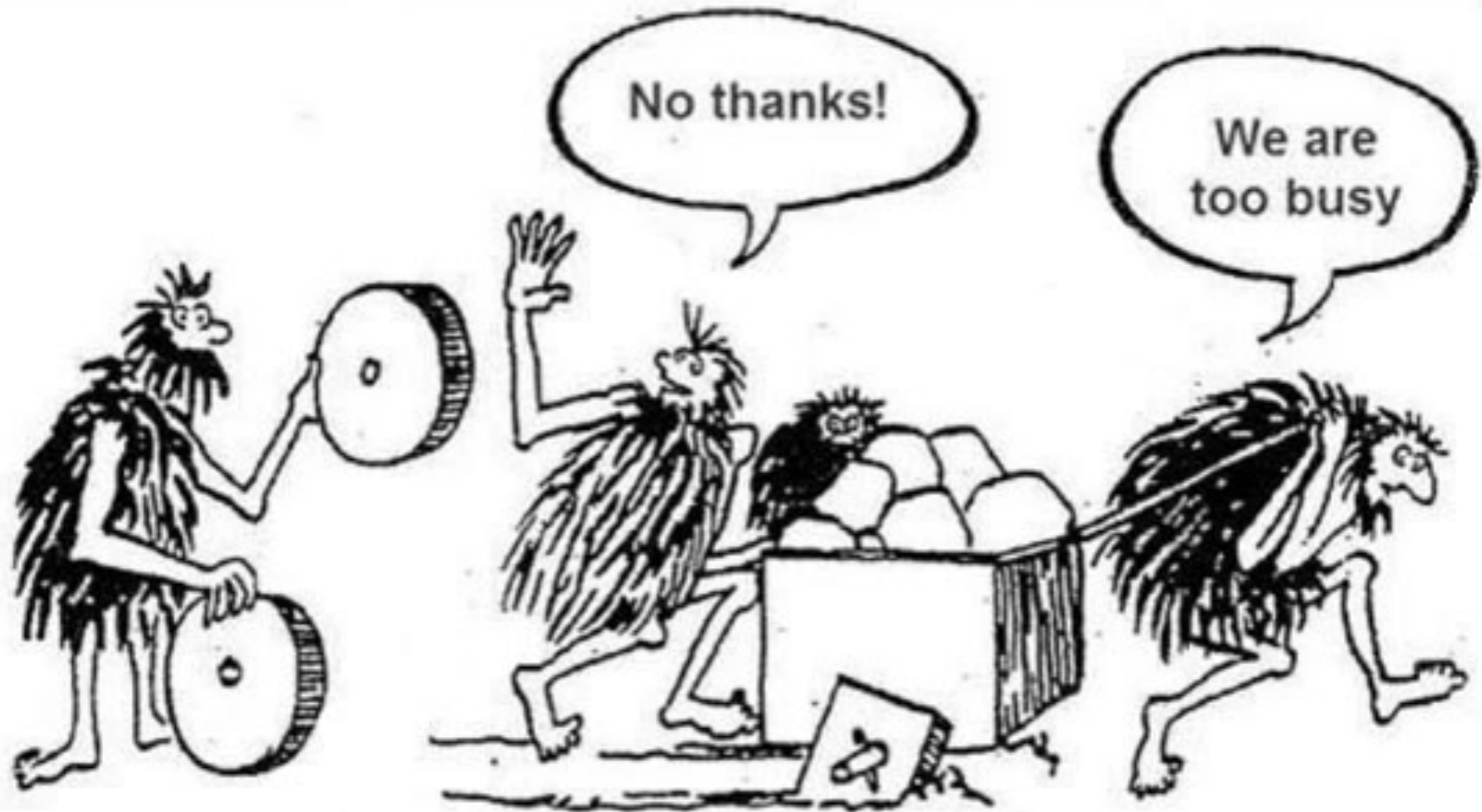


**Problem:
It's a mess**

Quick fix:

- Clean desk before the weekend
- Community Day
- Ownership
- Overall: Just be respectful and act natural

Problem: Poor use of your time



PRIME TIME

Goal: A great place to work











Culture

The power of belief

BRING IT ON



I GIVE UP





Key to life:
There are no
new problems

NEVER GIVE UP

Courage



ALRIGHT HIPPIES



**SHOW ME
THE MONEY**

Respect

#80 Trial periods

Do experiments with House Rules









A meme featuring Dwight Schrute from 'The Office'. He is sitting at his desk, looking at the camera with a neutral expression. He is wearing a light blue button-down shirt, a dark tie, and glasses. A pen is held in his right hand, pointing towards the camera. The background shows an office cubicle with papers on the wall and desk.

**HM. I'D GUESS
SO**

**I JUST WORK
HERE**

Zappos
.com

2009 CULTURE BOOK

Take action

- Decide to actively help shape the culture at the new office
- Small steps, daily habits!

My challenge to you

Speakers Corner?



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