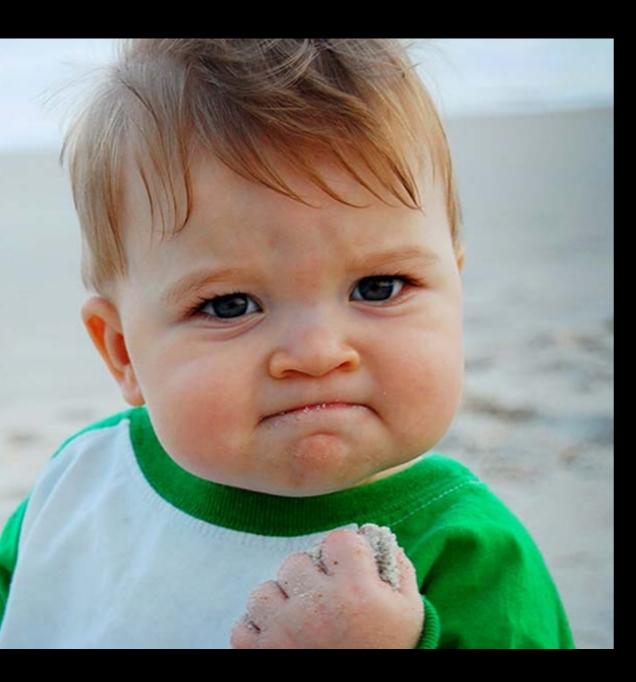
Happy at work

Siemens Gamesa Renewable Energy A/S August 27th, 2019 with Jon Kjær Nielsen #jondk





Take action



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







Jon Kjær Nielsen -Speaker & Author

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

Independent consultant since 2006.

Biker, book-worm, chef, podcast host



Jon Kjaer Nielsen



HAPPINESS AT WORK

JON KJA

JON KJAER NIELSEN HAPPI

100 Ways to Create a Happy Workplace Culture

Materials after today: jon.dk/siemens-gamesa

Go and get:

- Today's presentation
- free ebook: "The Happy Dozen"
- The HappyWays Podcast
- RevolutJon! podcast (DK)
- NEW: "Målrettet Mandag" newsletter (danish readers only)



Arbeidsglæde [arh-beids-gleh-de] = Work Happiness



Harvard Business Review



JANUARY-FEBRUARY 2012

66 The Big Idea

Runaway Capitalism (Beware the Peacock Effect) Christopher Meyer and Julia Kirby

The Skills Every 21st-Century Manager Will Need

156 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...



Sales:

Optimistic salespeople bring in 88% money



Sources of happiness



Reflection: Think about a really good day at work



Negative impact

Poor Hygiene Factors



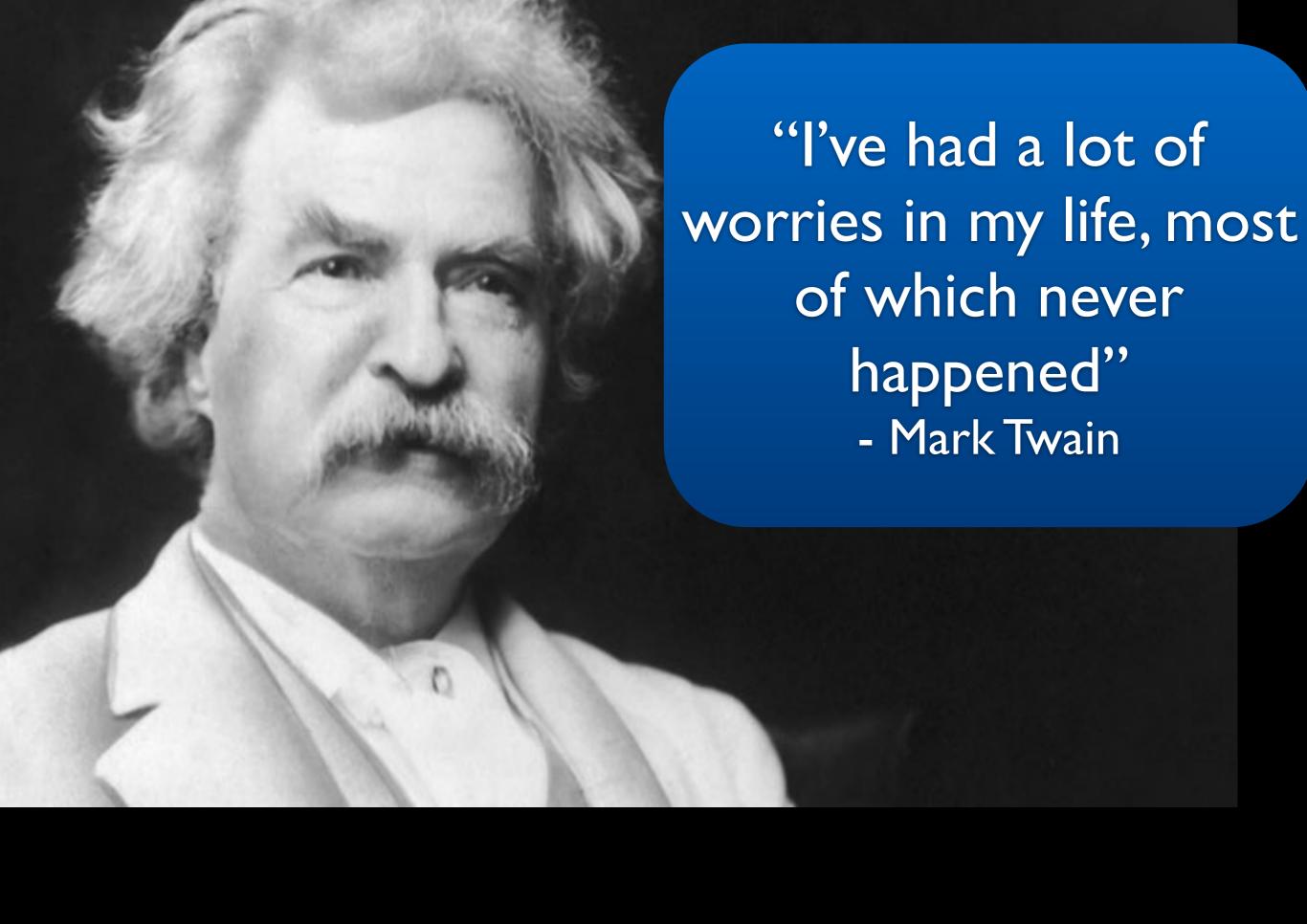
Negative impact

- Poor Hygiene Factors
- Whining and complaining

Playing The Victim







Personal rule: Nothing is ever anybody's fault



Negative impact

- Poor Hygiene Factors
- Whining and complaining
- Lack of recognition





#33 Order of the Elephant















Change





NETFLIX





Resistance

Fear & uncertainty

Fear & uncertainty

- The unknown
- Reduced competency
- Loss of status
- Broken relations



Question:

What's your job?



"In the past a leader was a boss. Today's leaders must be partners with their people... they no longer can lead solely based on positional power."

Ken Blanchard

The job: Constantly trying to avoid demotivating the employees
- Ken Blanchard

Leading from the front



#61 Walkabout



Unprepared for the task



- Unprepared for the task
- Power and influence



- Uncertain future
- Power and influence
- Busy with "work"



- Uncertain future
- Power and influence
- Busy with "work"
- Top-down / control / no autonomy



Succeeding



Optimism



What Went Well?





Positive beginnings

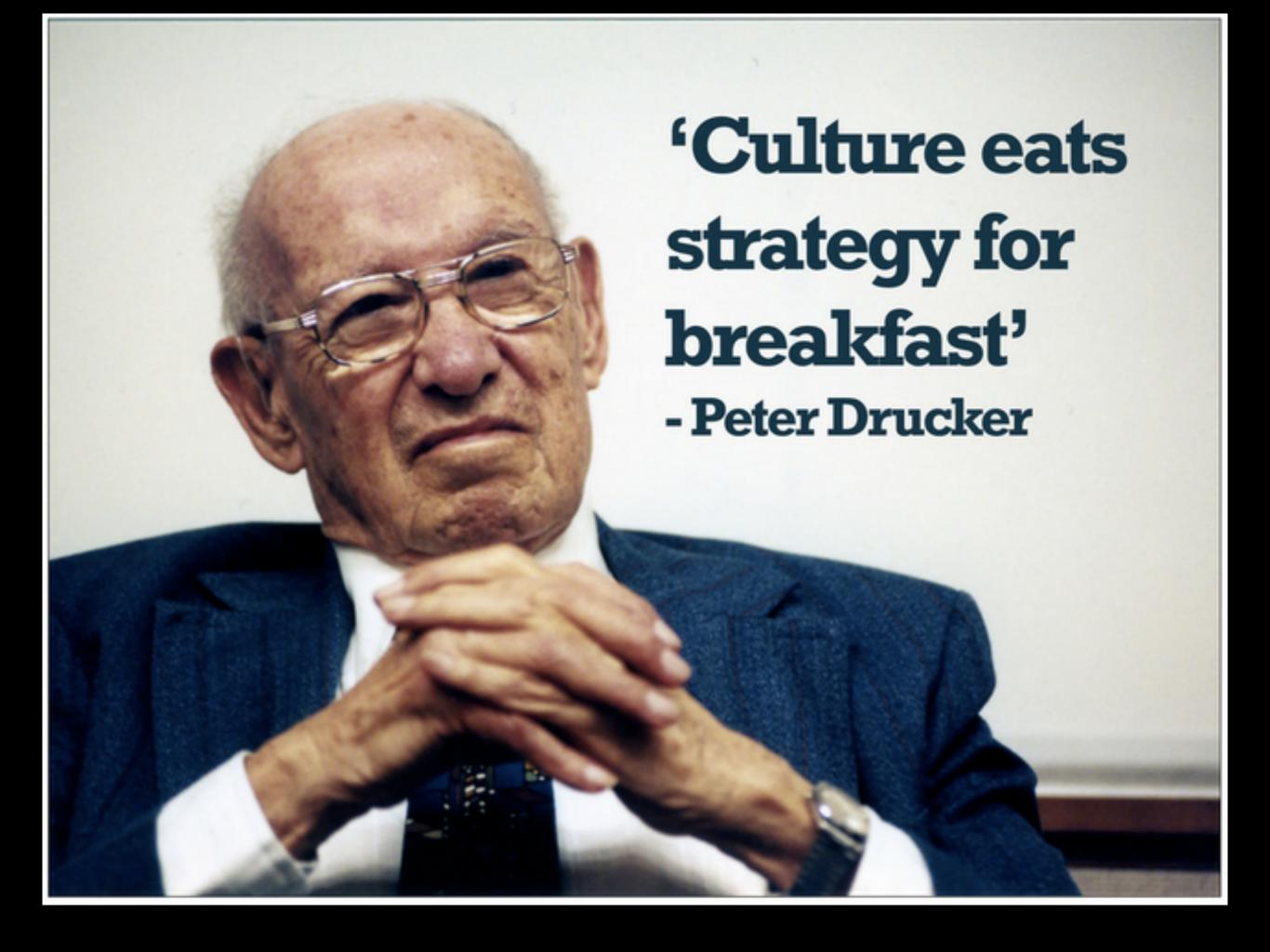


#23 Well Done! cards



Culture







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

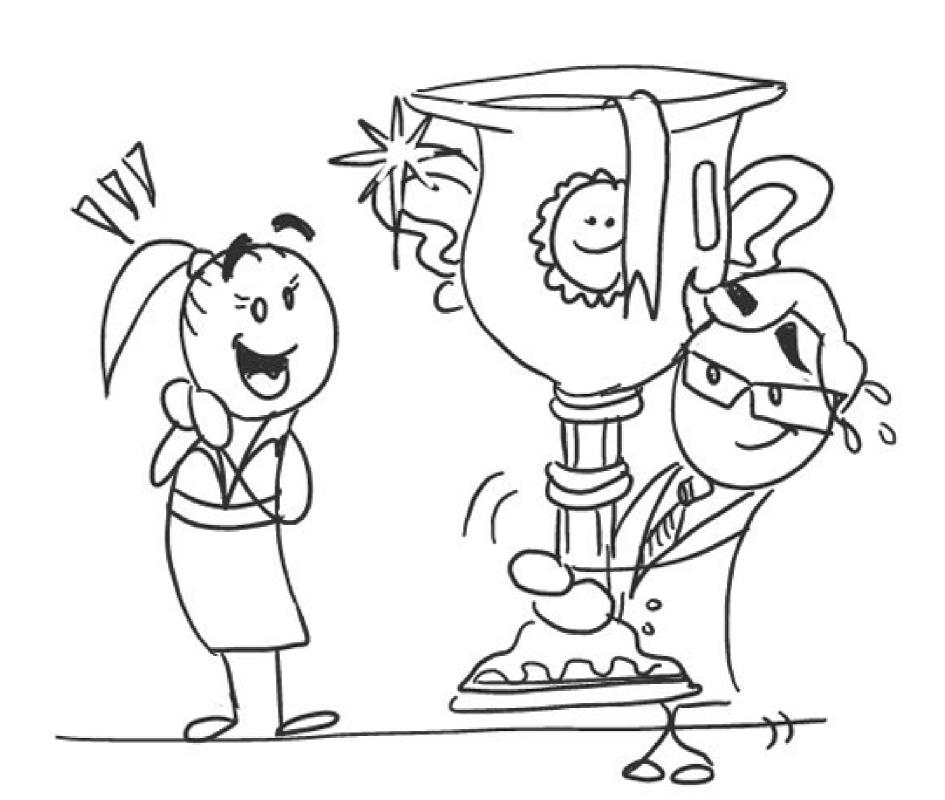
Culture Structure Rutines





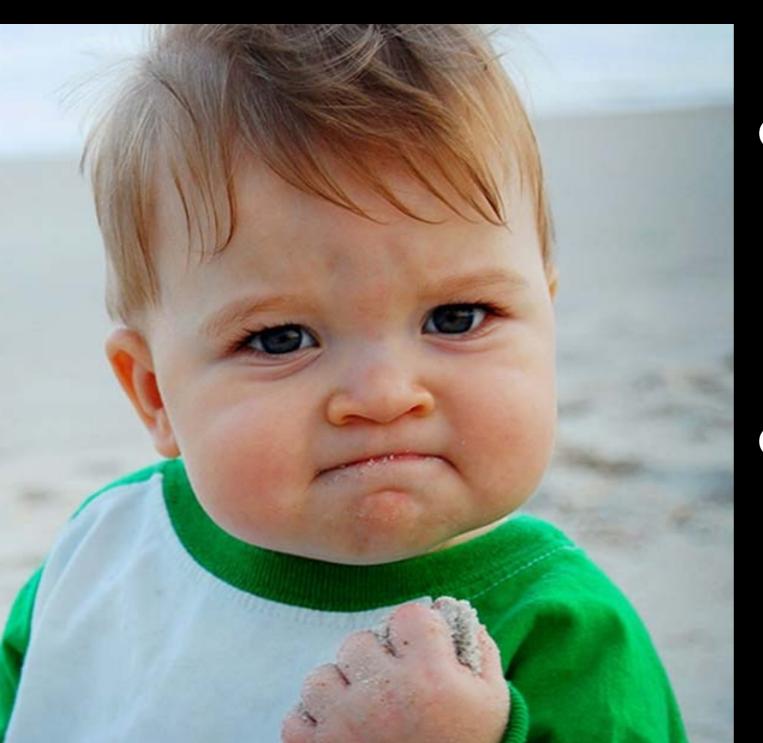
When you change only structure

Celebrate Success





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