Happiness Edge

Happiness Workshop for Corporates by Happiness India Project

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Overview

Today, it is getting increasingly important that organizations learn how to develop and nurture the workforce - *their most important asset* - in a way that maximizes their capabilities.

It's not about how to make them work harder and longer, that ultimately makes them perform out of zones of high stress. It's rather about how to make them *happier at the desk and on the field*, so that they find their work engaging and themselves valued. As a result, they smilingly bring their best to the company.

In the last few years, companies all over the world are experiencing benefits of increased employee wellness in the workplace. We offer services that can build, improve and support a corporate culture focused on the happiness of the individuals as well as their teams.

Thank you for your interest in our corporate workshop program - **Happiness Edge**.

Organizational Loss To Employee Unhappiness

Gallup, in its 2013 Global Workplace study spanning 142 countries, found that only 13% of the workforce are engaged and happy in their jobs, representing a cost of $500 billion annually – in the US alone. That is, 87% of employees worldwide are *not engaged*.
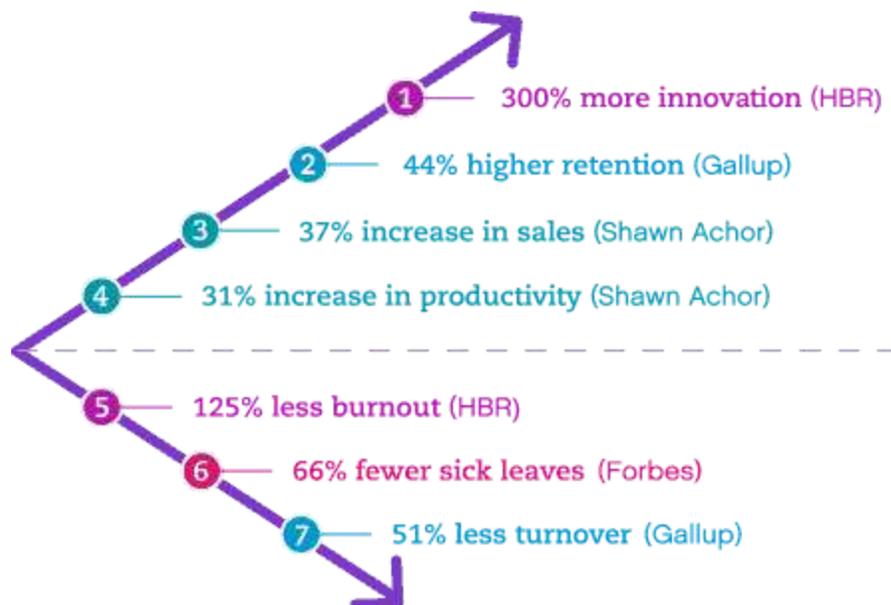
1. Businesses can lose up to 50% of their profit to stress and unhappiness. – Employee Stress – The True Cost
2. One-fourth (26%) of employees view their jobs as the number one stressor in their lives. – Northwestern National Life
3. Three-fourths of employees believe the worker has more on-the-job stress than a generation ago. – Princeton Survey Research Associates
4. Problems at work are more strongly associated with health complaints than with any other life stressors – more than even financial/family problems. – St. Paul Fire and Marine Insurance Co.
5. 50% of All U.S. Employees are Not Happy: Nearly one in three workers is seriously considering leaving his/her organization at the present time. This constitutes a 50% increase from 2005. – Mercer Study, New York: One in two US employees looking to leave.
6. Health care expenditures are nearly 50% greater for workers who report high levels of stress. – Journal of Occupational and Environmental Medicine
7. 91% of managers say that their roles don't allow them to be at their best – and 80% of all employees say their jobs don't fully engage them.

Organizational Gain Due To Happier Employees

There is now growing evidence that when one's employees are happy, organizations thrive. A company that creates a happy workforce not only sees higher productivity, but also higher retention and higher profits. In other words, when employees are happy, everyone in the organization wins.

When we encourage more workplace happiness, the organization benefits in definite ways that have been quantified by research. Take a look at the following stats:

1. Happiness increases the employee engagement at work by up to 10x.
2. A happy organizational environment can lead to strengthening of the culture of innovation by up to 300%.
3. Happiness increases the intrinsic motivation of employees. And, the resulting motivation can increase their innovation and creative capacity by up to 50%.
4. Happy employees are up to 20% more productive than their unhappy peers. They also take fewer sick time off.
5. In case of sales people, happier employees achieve up to 37% higher sales.
6. Happier people nurture higher self-esteem, and communicate more effectively. This ultimately percolates down to customer happiness and brand loyalty.
7. Companies with engaged workforces outperform their peers by 147% in earnings per share.

1 — 300% more innovation (HBR)
2 — 44% higher retention (Gallup)
3 — 37% increase in sales (Shawn Achor)
4 — 31% increase in productivity (Shawn Achor)
5 — 125% less burnout (HBR)
6 — 66% fewer sick leaves (Forbes)
7 — 51% less turnover (Gallup)

Advantages of Happiness At Workplace

Happiness Edge: Goals

Our corporate workshops are called **Happiness Edge**. Its goals are:

1. Increasing the intrinsic motivation and engagement of the workforce.
2. Strengthening a culture of innovation, creativity, and mutual cooperation.
3. Inculcating 'ownership' - a feeling that workers are integral part of the organization.
4. Achieving higher sales and productivity, while reducing attrition and sick-leaves.

Happiness Edge: Specifications

Our workshops incorporate the latest scientific, research-based ideas about how to bring out the optimal best in people by raising their happiness.

So, whether we are developing leaders to positively influence those around them, or working with the corporate staff to invest in a new vision for personal development, our workshops make authentic difference to the effectiveness and positivity of the participants.

Using easy-to-grasp methodology and content, our approach is designed to make organizations more effective through *re-humanising interactions from the inside out*.

By generating a better understanding of how people create their own experiences, and reaching deep into what drives them to behave the way they do, we can help eliminate the roadblocks that prevents them from tapping into their innate psychological strengths.

We help people understand the unique value of their contribution to the organization and to the society at large. Happier workers coming out of our workshops nurture an elevated sense of ownership, and they feel that they are integral part of the organization.

We help people become *the best versions of themselves*.

Happiness Edge: Workshop Agenda

11:00 to 11:30 am: Introductions

11:30 to 1:30 pm: Workshop Part 1

1:30 to 2:00 pm: Lunch

2:00 to 5:00 pm: Workshop Part 2

5:00 to 5:30 pm: Closing discussion

Happiness Edge: About Facilitator

Dr Sandip Roy is a positive psychology writer, happiness science speaker, and medical doctor. He is the corporate presenter and main trainer at Happiness Edge workshops.

He speaks on how happiness can create positive changes in personal and professional lives through techniques researched out by psychologists, for both corporate and general audience.

Founder of Happiness India Project, and chief editor of its popular blog, since 2014. Writes popular-science articles on topics from Positive Psychology and Happiness Science.

He is the published author of:

I.   Psychiatric Disorders In Pregnancy, 2009

II.   Critique of Positive Psychology and Positive Interventions, 2017