

PIASECKA  ŻYLEWICZ

selective training

# Happiness at Work

# Happiness at Work

2

The notion of „happiness” often seems „soft” in the business context. And yet, happy employees are not only fulfilled and satisfied work people. These are the employees who have the largest impact on your company’s better results – in areas such as sales, creativity, engagement <sup>1</sup>

Piasecka & Żylewicz

Happiness at Work

<sup>1</sup> Shawn Achor (2010): The Happiness Advantage

Contact us!

[www.piaseckazylewicz.pl](http://www.piaseckazylewicz.pl)

[office@piaseckazylewicz.pl](mailto:office@piaseckazylewicz.pl)

+48 22 657 23 65

According to a study by iOpener Institute in Oxford, our partner, happiness at work is a state of mind that lets a person optimize their effectiveness and fully use their own potential. If, additionally, your employees can live by their key values at their workplace, the chance that they are happy at work is even better. This has a very positive effect on both the quality of the employee's actions, and on the whole organization they work for.

# Happiness at Work

An employee who is happy at work <sup>2</sup>:

- Has six times as much energy as their less happy colleague
- Has worked in the same place twice as long
- Takes sick leave ten times less often
- Is twice as effective at work

3

Piasecka & Żylewicz  
Happiness at Work

Contact us!

www.piaseckazylewicz.pl  
office@piaseckazylewicz.pl  
+48 22 657 23 65

<sup>2</sup> <https://iopenerinstitute.com/an-iopener-case-study/>

# Happiness at Work

If you want your people to “be willing to want” and you care for them and their happiness at work, it is advisable to take the following actions:

- Work with top management and the head of the organization – to decide on the communication strategy and actions,
- Work with the management team on multiple levels,
- Check the level of happiness at work,
- Happiness at work coaching,
- Training, workshops, conferences for your employees.

4

Piasecka & Żyłewicz  
Happiness at Work

Contact us!

[www.piaseckazylewicz.pl](http://www.piaseckazylewicz.pl)  
[office@piaseckazylewicz.pl](mailto:office@piaseckazylewicz.pl)  
+48 22 657 23 65

# Happiness at Work Model

iOpener Institute Model consists of five key components (the so called 5C) which mutually affect one another:

1. Contribution – what you do
2. Conviction – your short-term motivation
3. Culture – your feeling of fit in the organization and whether you feel well there
4. Commitment – your long-term engagement
5. Confidence – your self-confidence and self-belief

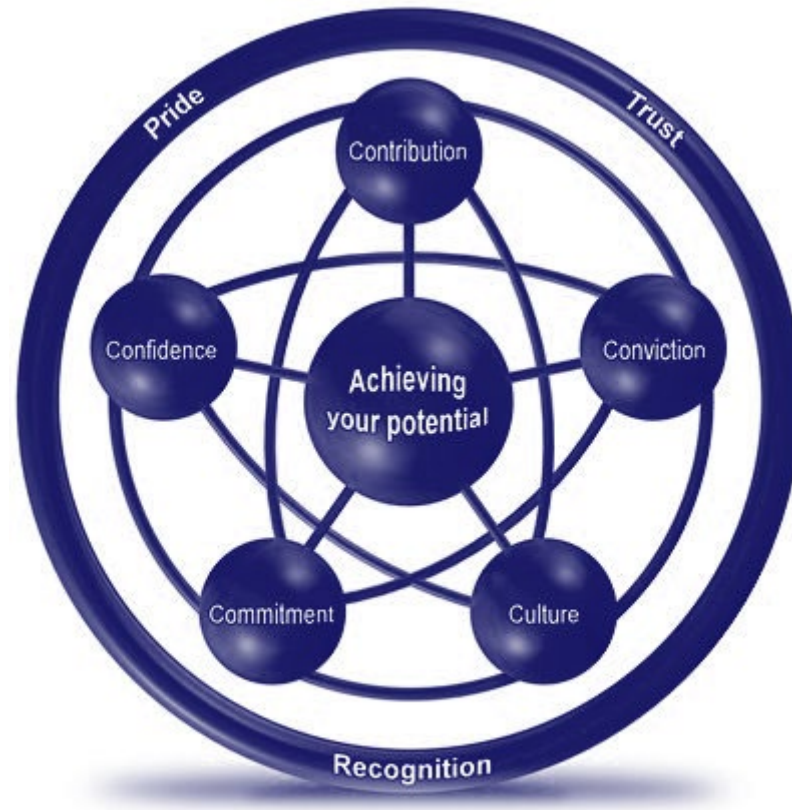
5

Piasecka & Żyłewicz  
Happiness at Work

Contact us!

[www.piaseckazylewicz.pl](http://www.piaseckazylewicz.pl)  
[office@piaseckazylewicz.pl](mailto:office@piaseckazylewicz.pl)  
+48 22 657 23 65

# iOpener Institute Happiness at Work Model



6

Piasecka & Żylewicz  
Happiness at Work

Contact us!

[www.piaseckazylewicz.pl](http://www.piaseckazylewicz.pl)  
[office@piaseckazylewicz.pl](mailto:office@piaseckazylewicz.pl)  
+48 22 657 23 65

© Copyright iOpener Institute 2014

# What can you do together with us?

## HaW Study

Thanks to the cooperation with iOpener Instistue we can study the level of happiness at work at your organization. We can measure its components and prepare precise recipes on how to implement changes in line with the business culture and the aims of your company

7

Piasecka & Żyłewicz  
Happiness at Work

Contact us!

[www.piaseckazylewicz.pl](http://www.piaseckazylewicz.pl)  
[office@piaseckazylewicz.pl](mailto:office@piaseckazylewicz.pl)  
+48 22 657 23 65

# What can you do together with us?

## HaW Coaching

We support your best top managers in being charismatic, authentic, positive leaders, who can reach successes and get great results with their teams, but also consciously build the culture of trust and recognition, where engagement and effectiveness are always present.

8

Piasecka & Żyłewicz

Happiness at Work

Contact us!

[www.piaseckazylewicz.pl](http://www.piaseckazylewicz.pl)

[office@piaseckazylewicz.pl](mailto:office@piaseckazylewicz.pl)

+48 22 657 23 65



# What can you do together with us?

## HaW Workshops for the management team

### The Positive Leader Workshop

The participants learn what happiness at work is, how it affects results of an organization and its teams. They also discover what positive management and the following managerial effectiveness are. They learn practical methods and work on techniques related to motivating teams (such as pride, commitment, recognition – as in the iOpener Institute model). They discover how the development of positive organizational culture affects their people in achieving short- and long-term goals. They find out how to foster positive self-confidence of their employees and how to make them feel co-responsible for their own everyday happiness at work.

### The Positive Leader Academy

The Positive Leader Workshops may be a part of the whole Positive Leader Academy, which may comprise of the workshops: Stress management, change management, conflict management, leader's charisma and positive power, leader's emotional intelligence, communication (internal and external), presentation techniques and public presentations, negotiations, sales combining happiness of employee and happiness of client, creating the culture for exceptional client service, managerial coaching.

9

Piasecka & Żylewicz  
Happiness at Work

Contact us!

[www.piaseckazylewicz.pl](http://www.piaseckazylewicz.pl)  
[office@piaseckazylewicz.pl](mailto:office@piaseckazylewicz.pl)  
+48 22 657 23 65

**Happiness is the precursor  
to success, not merely  
the result**

*Shawn Achor*

10

Piasecka & Żylewicz

Happiness at Work

Contact us!

[www.piaseckazylewicz.pl](http://www.piaseckazylewicz.pl)

[office@piaseckazylewicz.pl](mailto:office@piaseckazylewicz.pl)

+48 22 657 23 65

# Our successes in the area of Happiness at Work (case study)

## The aim

To increase sales of cars in comparison to results from the preceding year and in comparison to results of competitors. The aim was achieved through building employee pride.

We acted as partners for an automobile company in Poland. Their main challenge prior to our project was to manage the low commitment of employees and to raise sales figures. We created a year-long change programme for them based on the Happiness at Work model.

11

Piasecka & Żyłewicz  
Happiness at Work

Contact us!

[www.piaseckazylewicz.pl](http://www.piaseckazylewicz.pl)  
[office@piaseckazylewicz.pl](mailto:office@piaseckazylewicz.pl)  
+48 22 657 23 65

# Actions

———— We focused on building employee pride, i.e. on changing their attitude to what they do at work,

———— We changed their poor commitment to sales into learning their products better. Through this, we built the products value in employees minds and we made them proud of selling something exceptional on the Polish market,

———— We designed a series of webinars for the whole company team; we organized several face to face meetings and we created an opportunity for them to learn their strengths,

———— We worked on the values of the company, making them understood to the employees, while simultaneously talking to the team to enable them to understand how their own values were linked with the values of organization, products and clients.

12

# Actions

- Thanks to regular and interactive sessions the sales representatives discovered how divergent their group was and how they could benefit from that,
- Together with the staff we created a website on the intranet platform on which they could share their photos, posts and commentaries on what they did in their free time. This allowed the staff to get to know each other better, build mutual trust and talk to each other more eagerly,

—— Additionally, we made sure the employer branding and marketing messages were regular. It fostered our work and strengthened employee pride building. It was present in everyday internal activities of the company,

—— The end of our project met with the announcement of sales figures for the end of the year.

# Actions

## Effect

Increased employee commitment in sales resulted in 30 percent increase in sales in comparison to the preceding year. This was an incredible result, especially taking into consideration that other companies from the same branch noted falls that year. In comparison to the European market, the company had 17% increase. This all happened because of its people and because they believed they can be proud of what they did. We also proud to have been a part of such an incredible project.

We will be happy to talk about the details of the project and to put you in touch with partners we run it with.

14



Piasecka&Żylewicz s.c.

+48 698 692 961

[office@piaseckazylewicz.pl](mailto:office@piaseckazylewicz.pl)

[www.piaseckazylewicz.pl](http://www.piaseckazylewicz.pl)