

Lets create happy charities

Henry Stewart

Happy Ltd

@happyhenry

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Henry Stewart

Chief Happiness Officer

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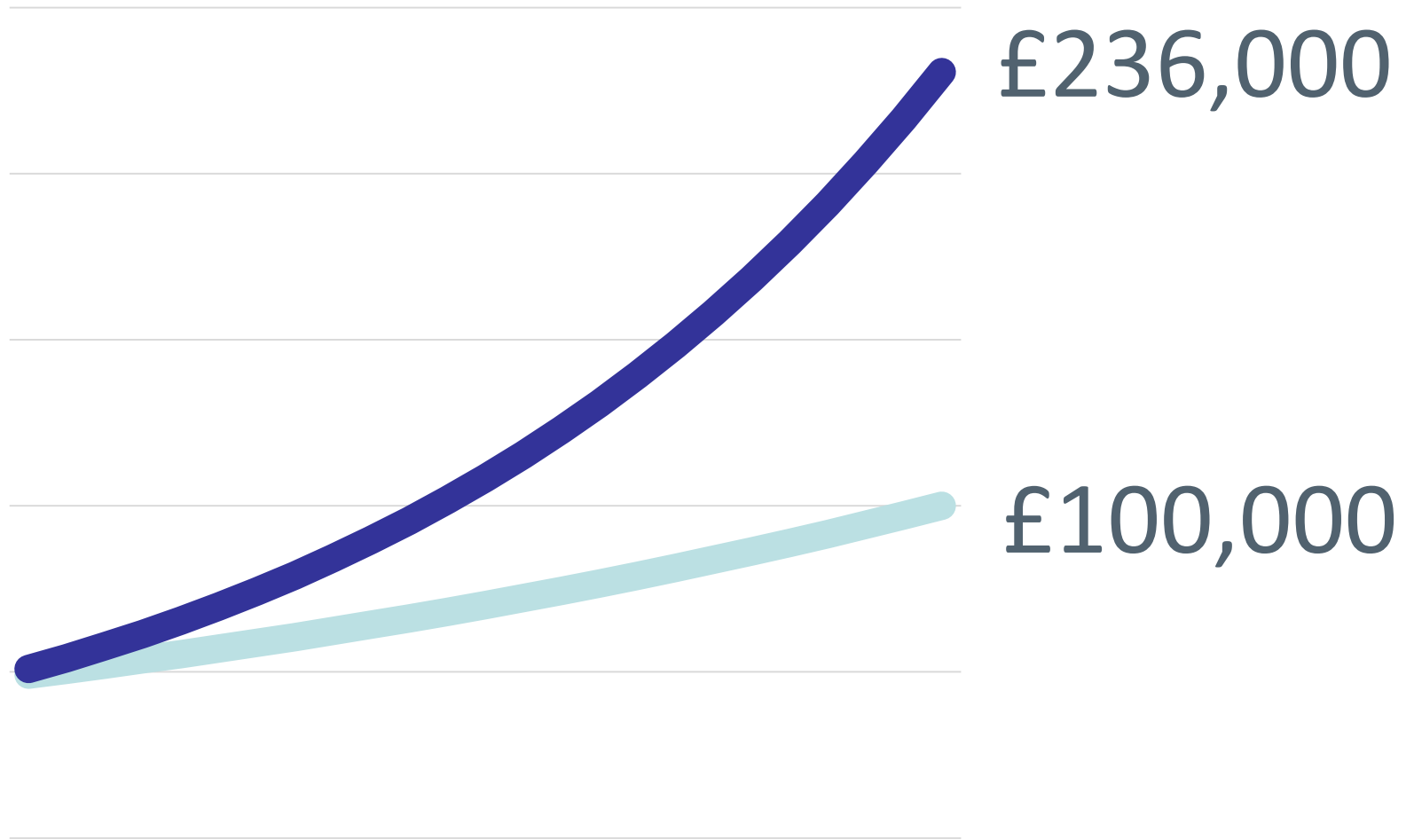
Best Workplaces: UK Top 20



**People work best when they feel good
about themselves**

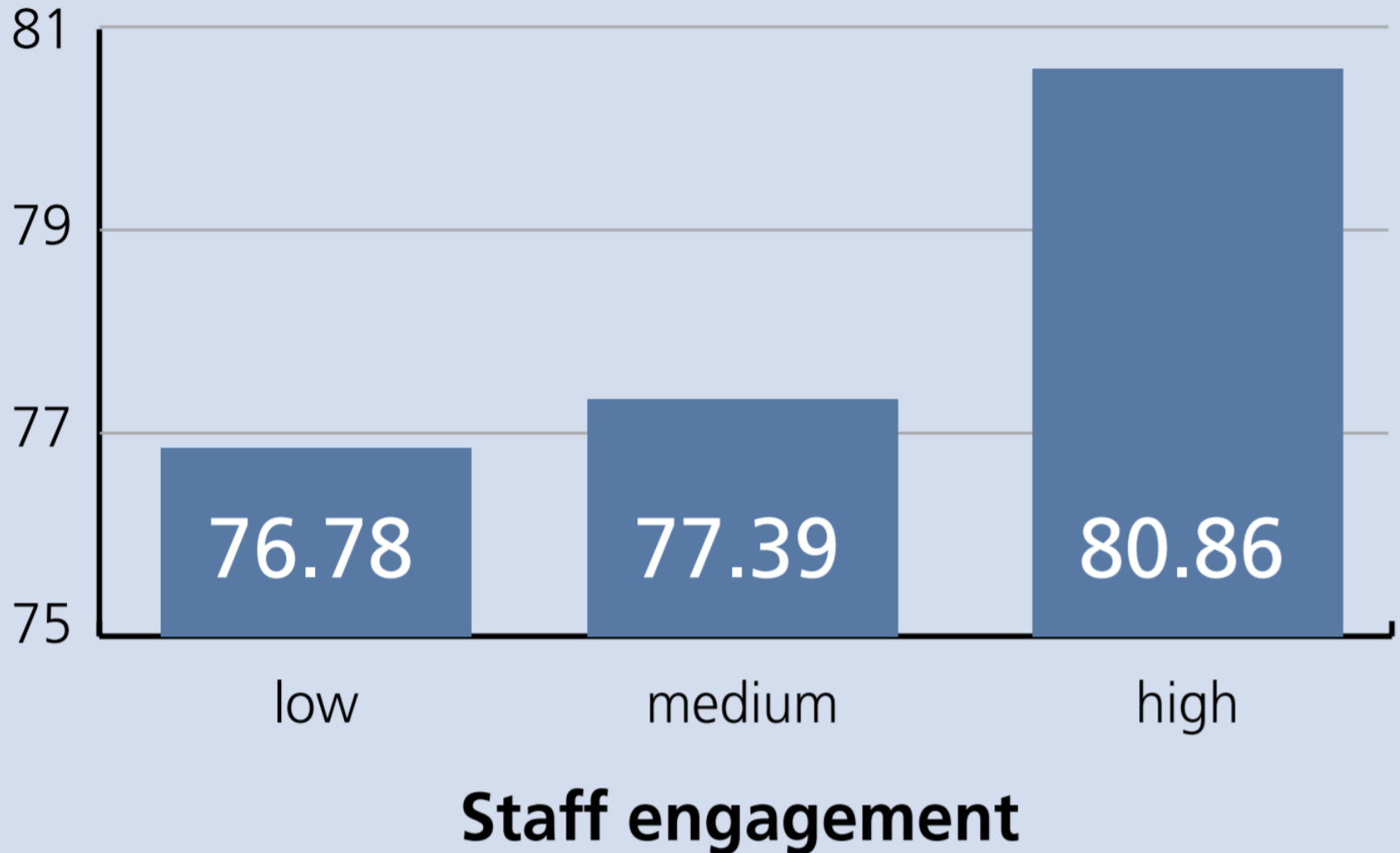


How would your organisation be different if the focus of leadership was making people feel good?



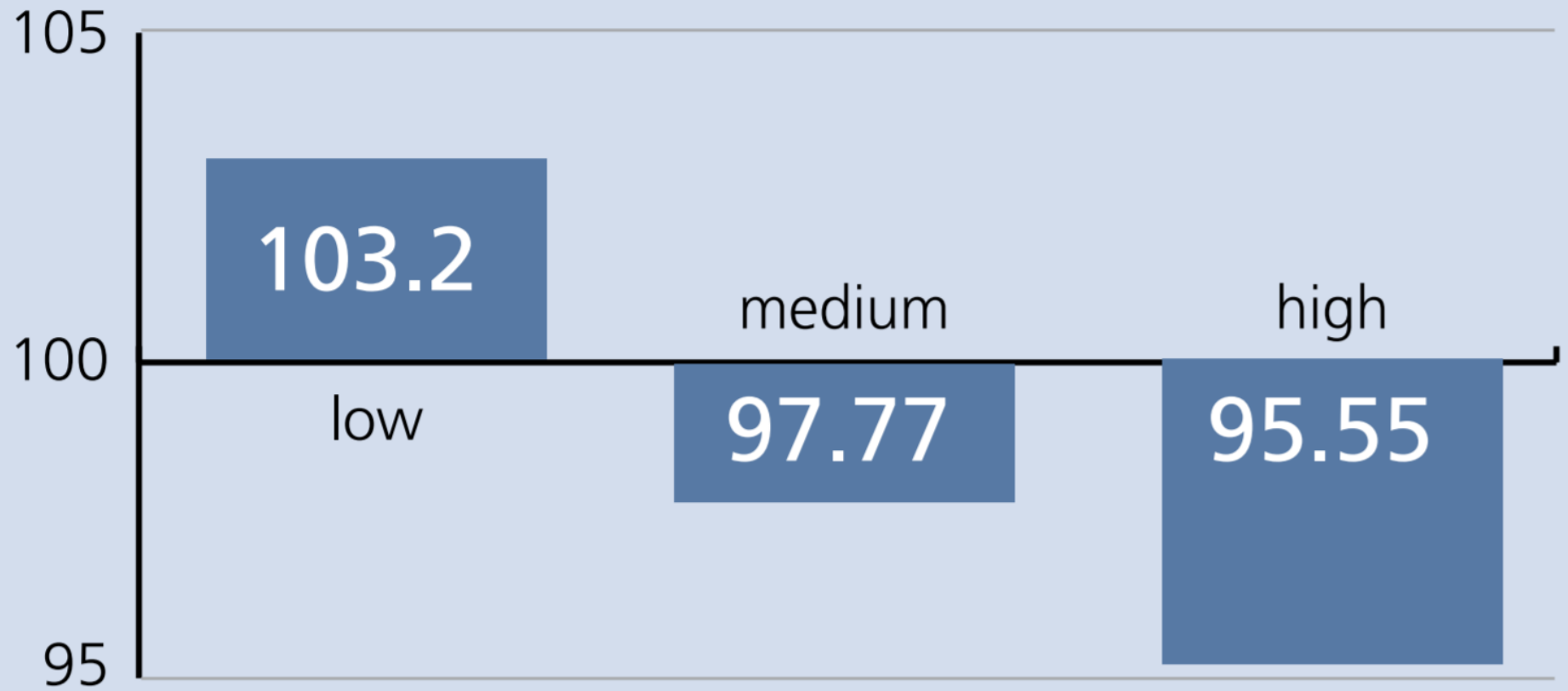
Alex Edmans, Wharton Business School

Outcome = patient satisfaction



Source: "Staff engagement toolkit", NHS Employers 2013

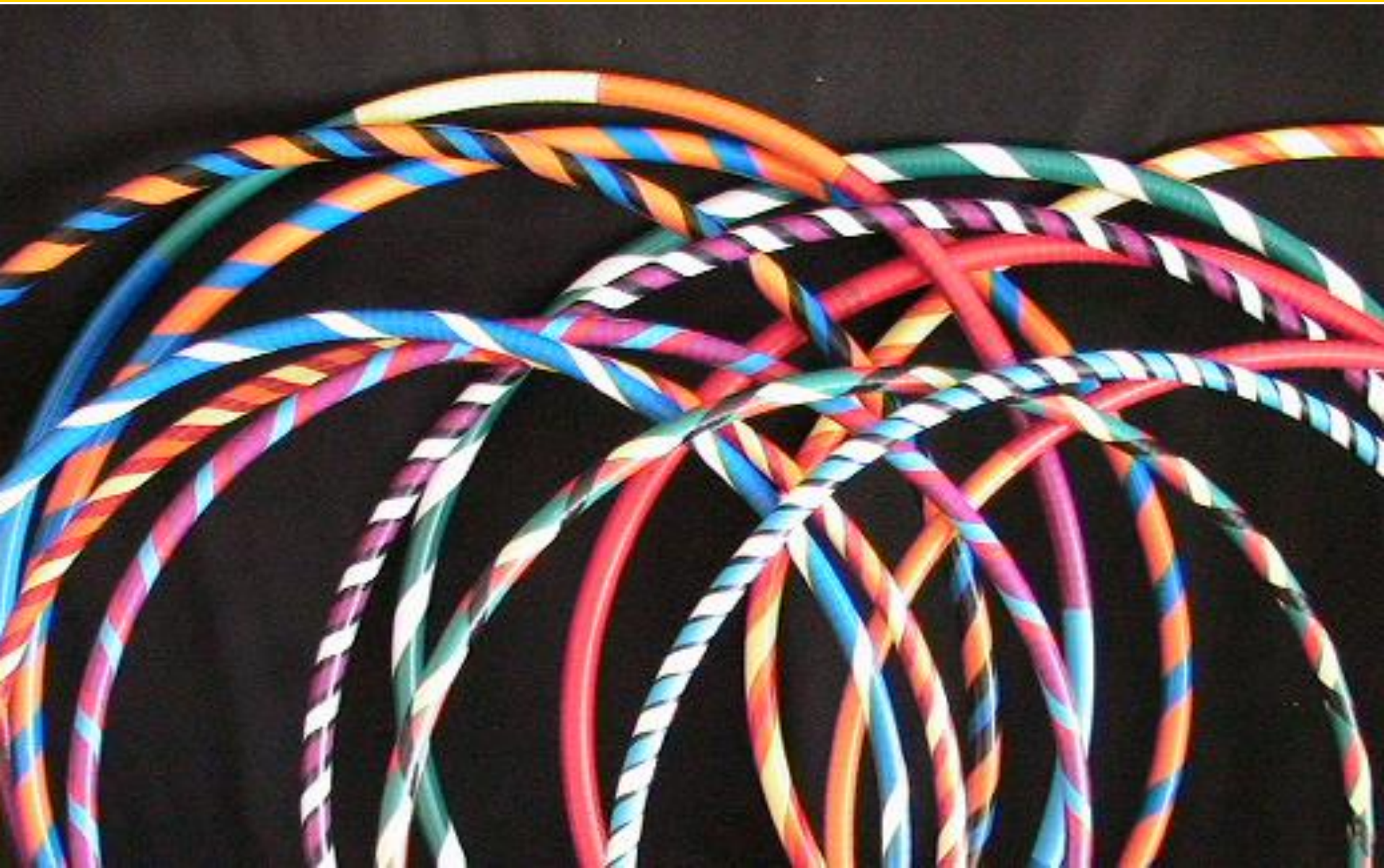
Outcome = Hospital standardised mortality rate
(100 is expected rate)



Staff engagement

Its not about fun....

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Pre Approve It



What could you pre-approve
tomorrow?

How innovative are you?

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BUURTZORG

Project Oxygen

Good communicator

Express interest

Be productive and results-oriented

Empower, don't micromanage

Help with career development

Key technical skills

Be a good coach

Clear vision

Project Oxygen

1. Be a good coach
2. Empower, don't micromanage
3. Express interest
4. Be productive and results-oriented
5. Good communicator
6. Help with career development
7. Clear vision
8. Key technical skills.

"Info" to
henry@happy.co.uk

If the focus of management was
coaching.....?

ARE YOU A
MULTIPLIER
OR A
DIMINISHER



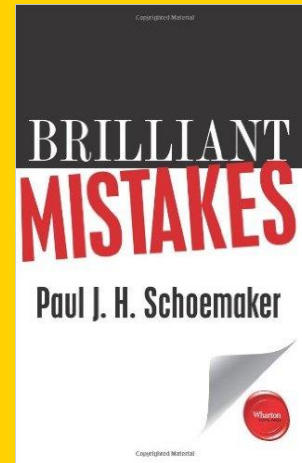
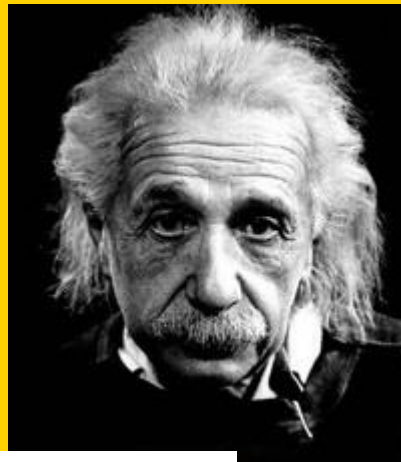


Could you aim to make no decisions?

What would be your exception?

Celebrate Mistakes

HUNTSMAN



Google

HCL

intuit[®]



Learning from Life and Death



LISTEN

On Now : **Living With The**

Here Comes the Sun

Home

Episodes



09/07/2017

Last on

BBC RADIO



Sun 9 Jul 2017

13:30

BBC RADIO 4 FM

More episodes

PREVIOUS

02/07/2017

Series 1

NEXT

16/07/2017

Series 1

Joy at work: 80%

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Play to your strengths



Things
You
Enjoy

Things
You Are
Good At

What are you best at?

How could you get to do more of it?





1 thing I like about these ideas

**T
I
M
E**

for

Change

**1 organisational change I'd like to
see**

- 1. Get people to do what they are good at**
- 2. Give them the freedom to do it well**
- 3. Coach them to be their best**

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