

# Happiness at Work

## A strategic approach to thriving

Investing in “Happiness at Work” is not just an investment in employee well-being—it’s a **strategic approach** that can deliver substantial returns.

“Happiness at Work” is grounded in **robust research**. Rather than targeting surface level and tokenistic measures, it delivers on the deeper drivers of job satisfaction, engagement, and long-term productivity. By adopting this evidence-based approach, you can elevate staff well-being to a new level, ensuring sustainable improvements that go beyond temporary morale boosts, resulting in a more vibrant, resilient, and high-performing school community.

The framework and training will open new ways of thinking about employee satisfaction, well-being and thriving at work.

- **Rigorous:** Learn about the research and why actions based on the 7 drivers will deliver a multitude of benefits to your school.
- **Staff interviews and assessments:** Instead of the annual survey, use the 7 drivers to gain insights and knowledge that will be truly useful in creating a better experience of work for all.
- **Baseline:** Use the 7 drivers to make judgements about the current position and set a baseline that paves the way for practical change.
- **3-year strategic plan:** Support for senior leaders in creating a plan to deliver on incremental change.
- **Leadership programme:** Train colleagues on key research and provide them with knowledge, tools and skills to drive forward developments and influence school culture positively.
- **Empowerment:** Increase the knowledge of all colleagues on the Happiness at Work research and help them to see how everyone is part of the solution.

## 7 Drivers

**Professional Development Series**  
ICTWAND

**FOR LEADERS**

**Happiness at work**

**Leadership Development**

**7 Drivers model**

7 DRIVERS impacting on happiness, well-being, purpose & fulfilment

**Growth needs**

**Involvement needs**

**Social needs**

**JOB SATISFACTION NEEDS**

**FLOW NEEDS**

**FOUNDATION NEEDS**

**BASIC NEEDS**

Leadership Development 7 Drivers model

There are seven drivers which have been identified as key to creating a positive work environment. These are: Growth needs, Involvement needs, Social needs, Job satisfaction needs, Flow needs, Foundation needs, and Basic needs. Each driver is represented by a colored bar with an icon and a brief description. A central graphic shows a person's head with a rainbow spectrum of colors representing the drivers.

**Set out strategic plans for development.**

**Enable everyone to be active agents for change.**

**Assess and target the 7 key drivers.**

- Organisational Benefits:**
- Increased productivity;
  - Higher outcomes and results;
  - Improved work place behaviours;
  - Lower levels of absenteeism;
  - Reductions in staff turnover;
  - Reduced instances of burnout;
  - Greater stakeholder satisfaction;
  - Higher levels of overall effectiveness.

**STRATEGIC TRAINING FOR LEADERS**

9.15am-4.00pm

Tuesday 29th April

Price (exc.VAT): £350 for the HT & 1 senior leader.

Additional colleagues £90 each.

Weetwood Hall, Leeds

Lunch & refreshments provided.

Excellent resources included.



*“The Crane Happiness at Work framework is a fantastic, evidence-informed tool that can be used in multiple ways to shift well-being and happiness at work levels.*

*Let me help you take a strategic approach that will deliver on the changes you seek.*

*Empower everyone to be part of the solution.”*