

# 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.



*“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.”*

The infographic details the 7 Drivers model for leadership development. It lists the drivers and their corresponding needs: Growth Needs, Involvement Needs, Social Needs, Job Satisfaction Needs, Flow Needs, Foundation Needs, and Basic Needs. It also includes a section on 'Leadership' and 'Happiness at work'.

**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.