



To bring about Happiness at work - Utopia or Reality?

Dr. Shoshi Reiter

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Dr. Shoshi Reiter

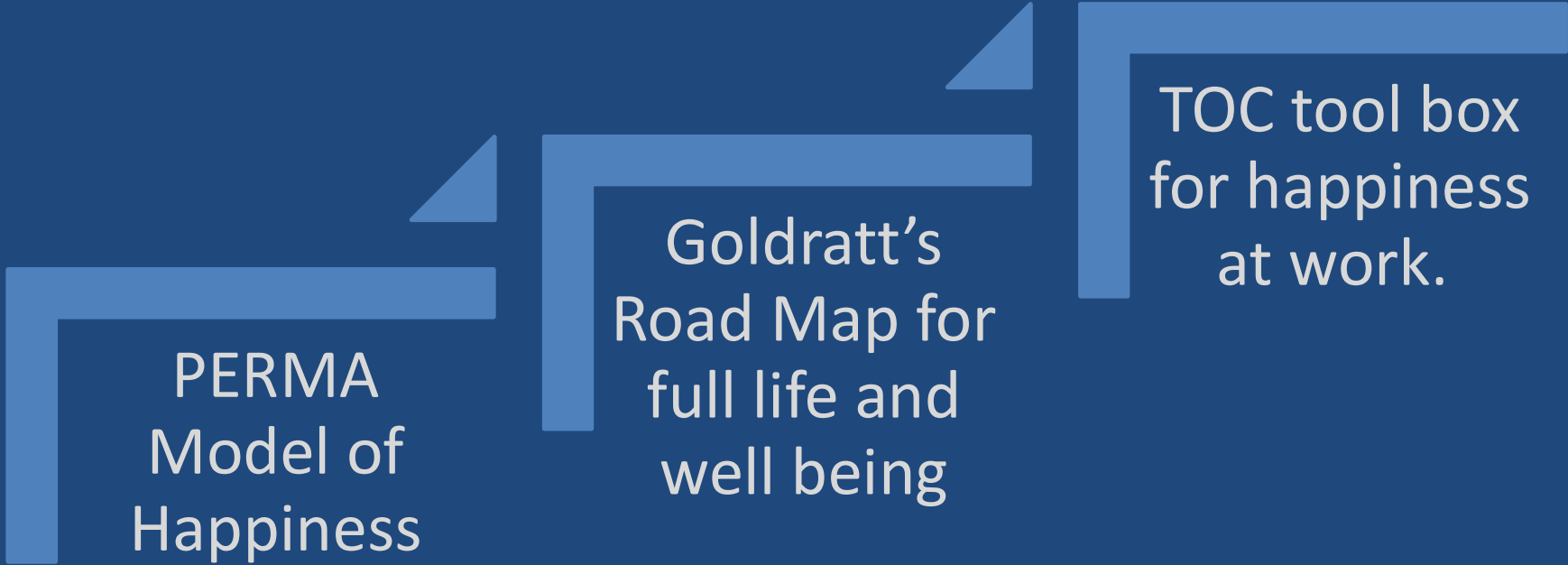
- Organizational consultant & International expert of Theory Of Constraint (TOC).
- Owner of LeadTOC center, personal & organizational leadership, consultant, tutoring and research. Working in Israel and other countries, over 30 years.
- Specializing in thinking and flow-centered processes, for on-going improvement and ever flourishing.



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About this webinar:

Presentation Topics

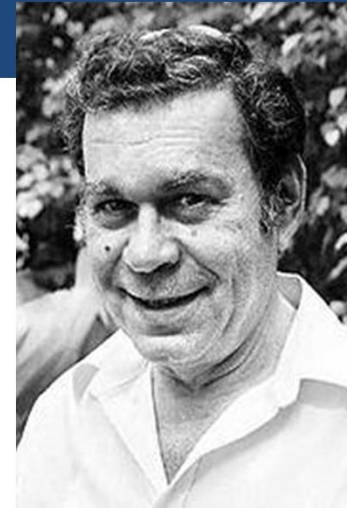


PERMA
Model of
Happiness

Goldratt's
Road Map for
full life and
well being

TOC tool box
for happiness
at work.





“If you want to be happy, be.”





Be....????

Then

If

you want to be happy

What is Happiness?



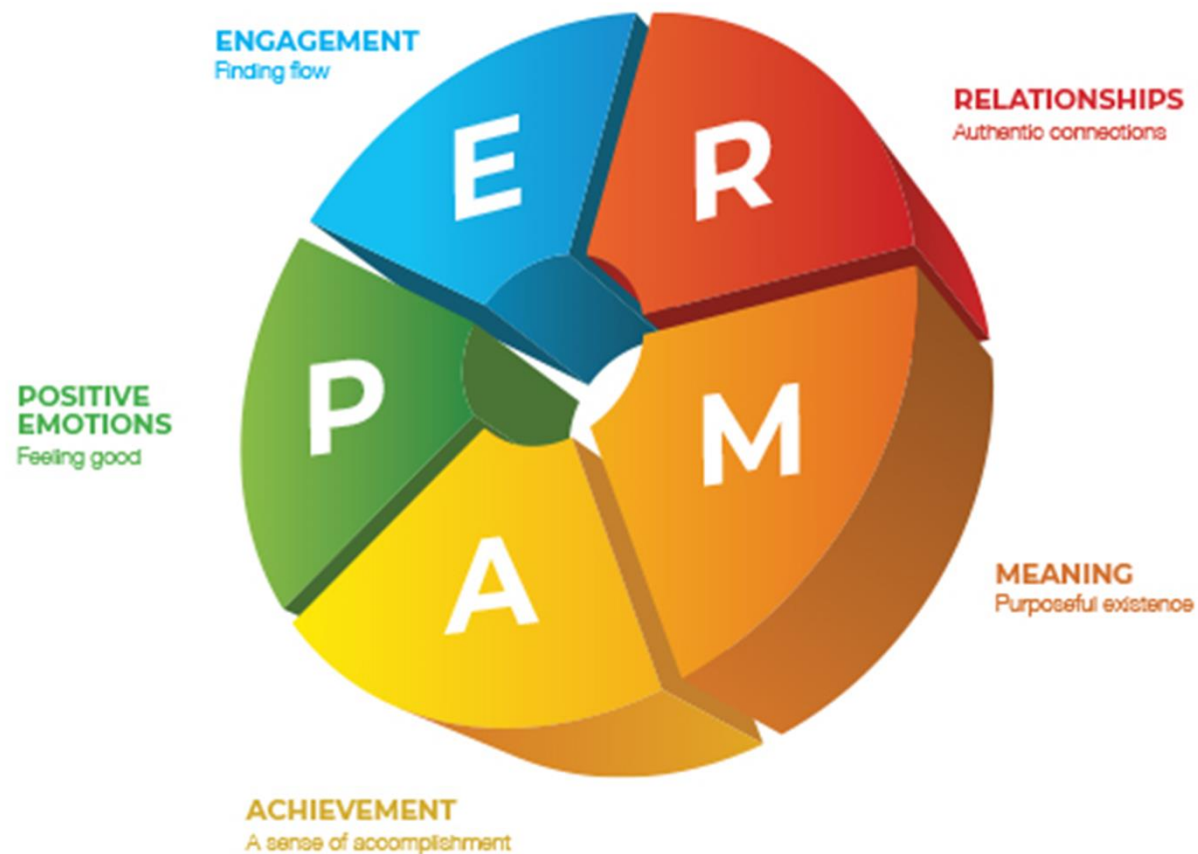
Happiness and Wellbeing



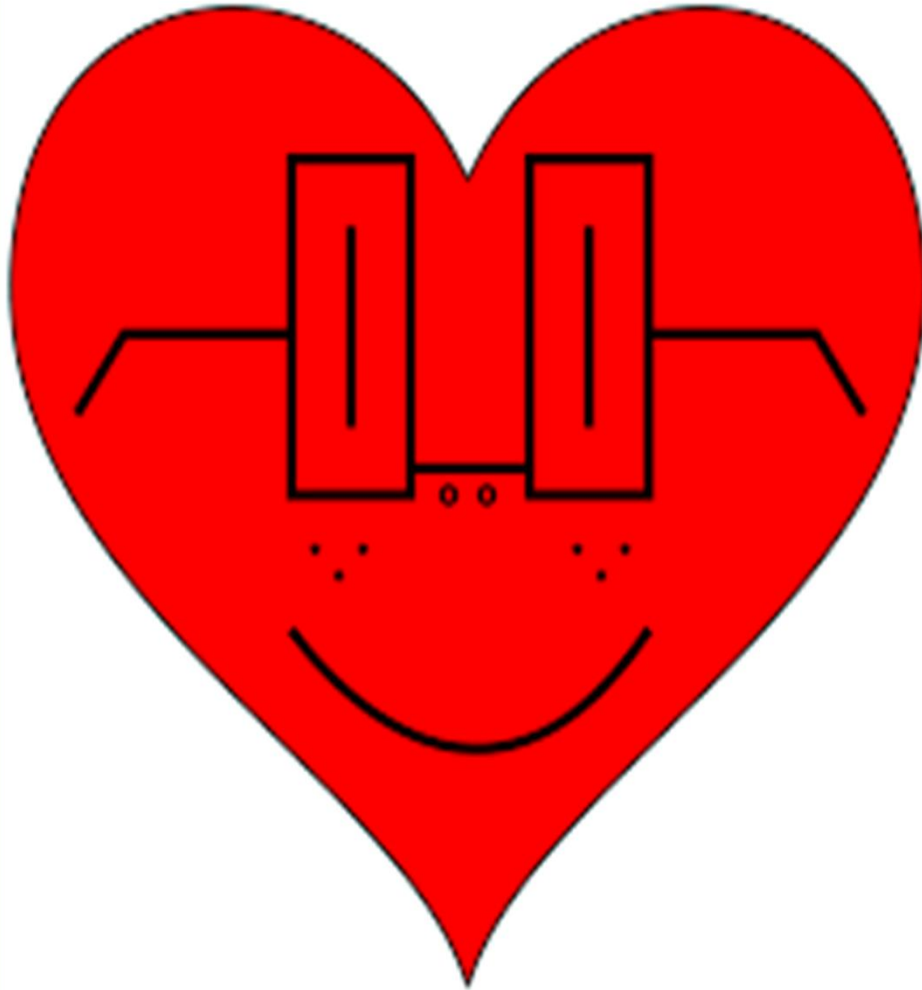
P.E.R.M.A

model for Happiness and well-being

(Seligman, 2011)



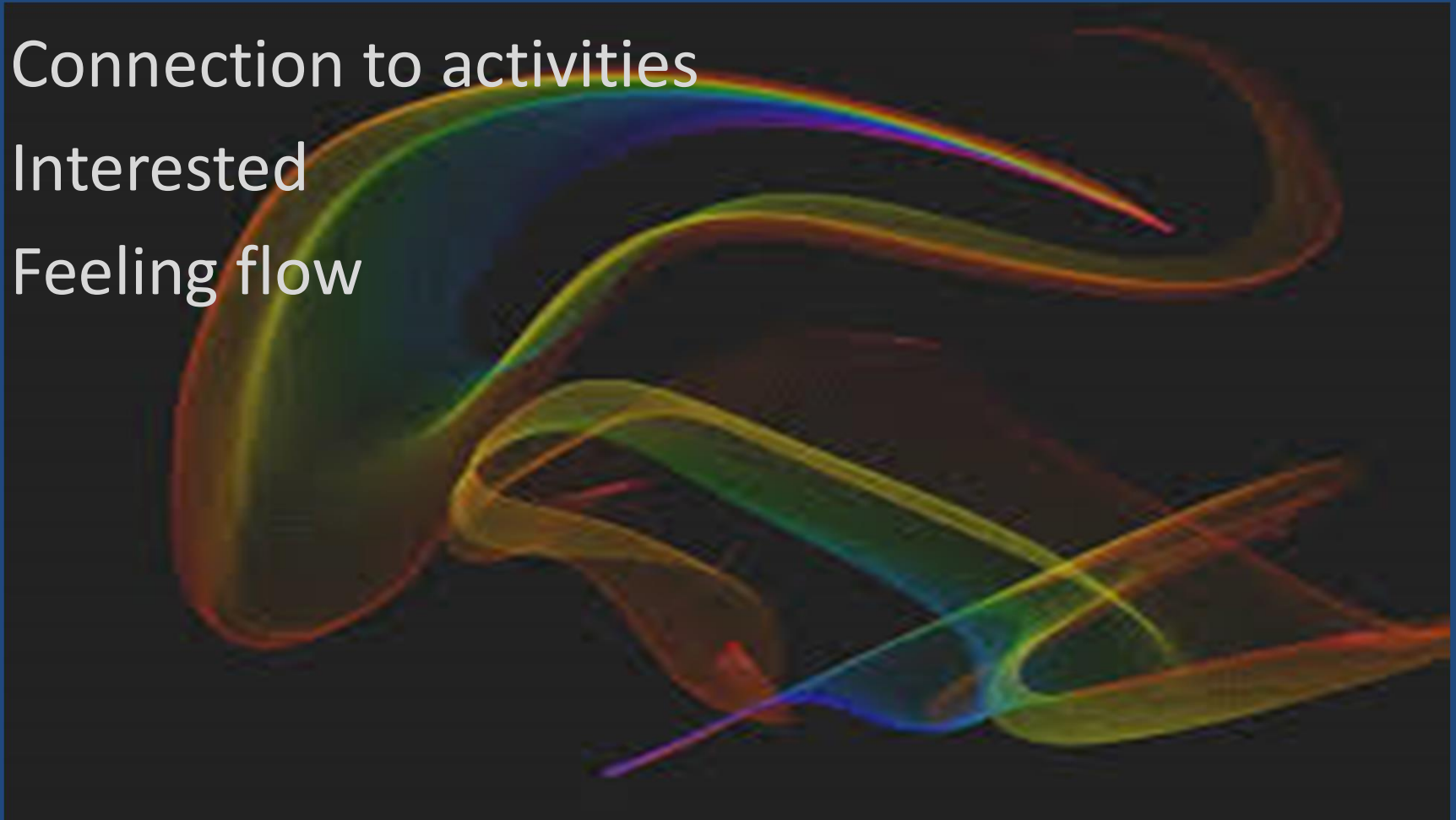
Positive Emotions (P)



JOY
GRATITUDE
SERENITY
HOPE
PRIDE
AMUSEMENT
INSPIRATION
LOVE

Engagement (E)

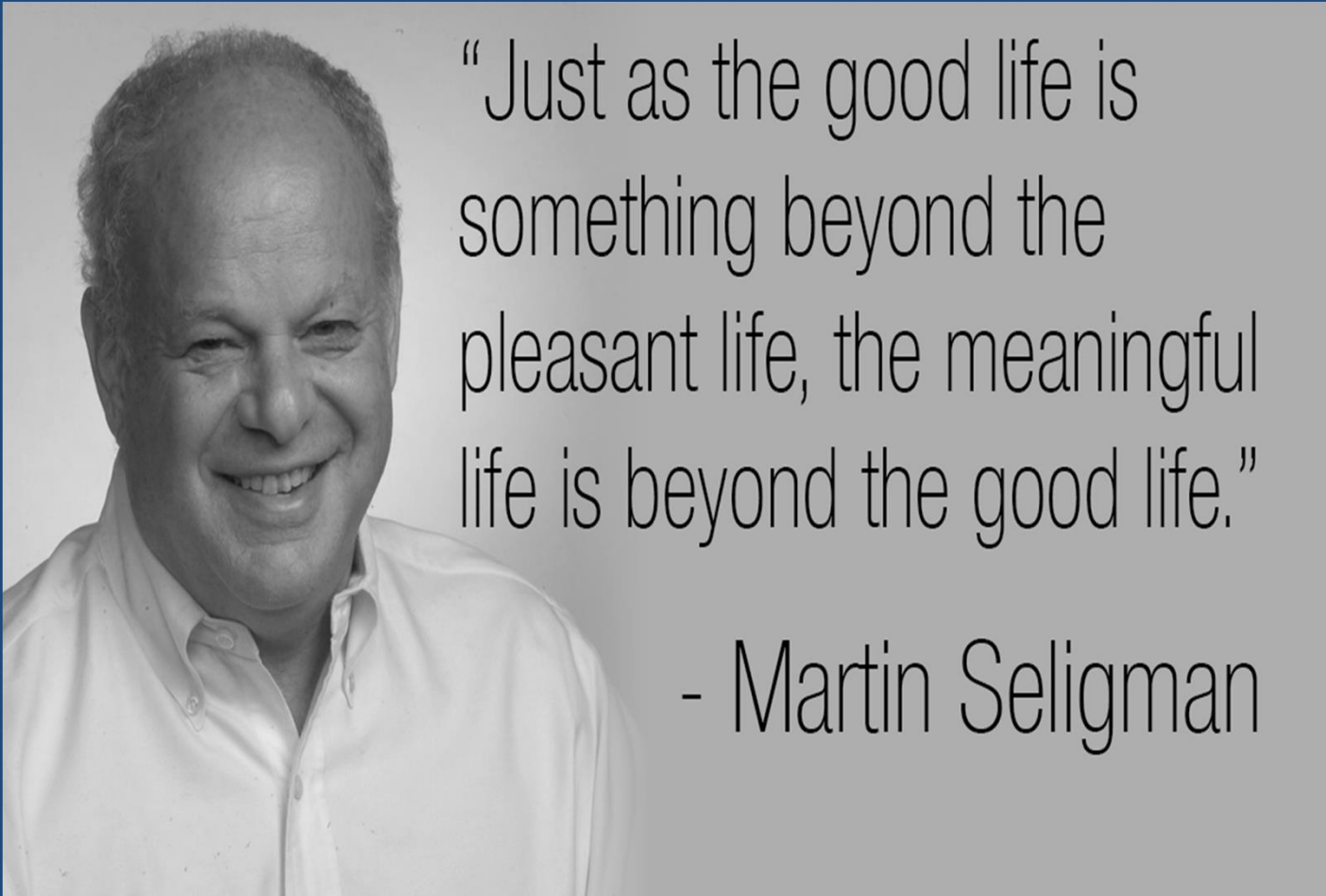
- Connection to activities
- Interested
- Feeling flow



Relationships (R)

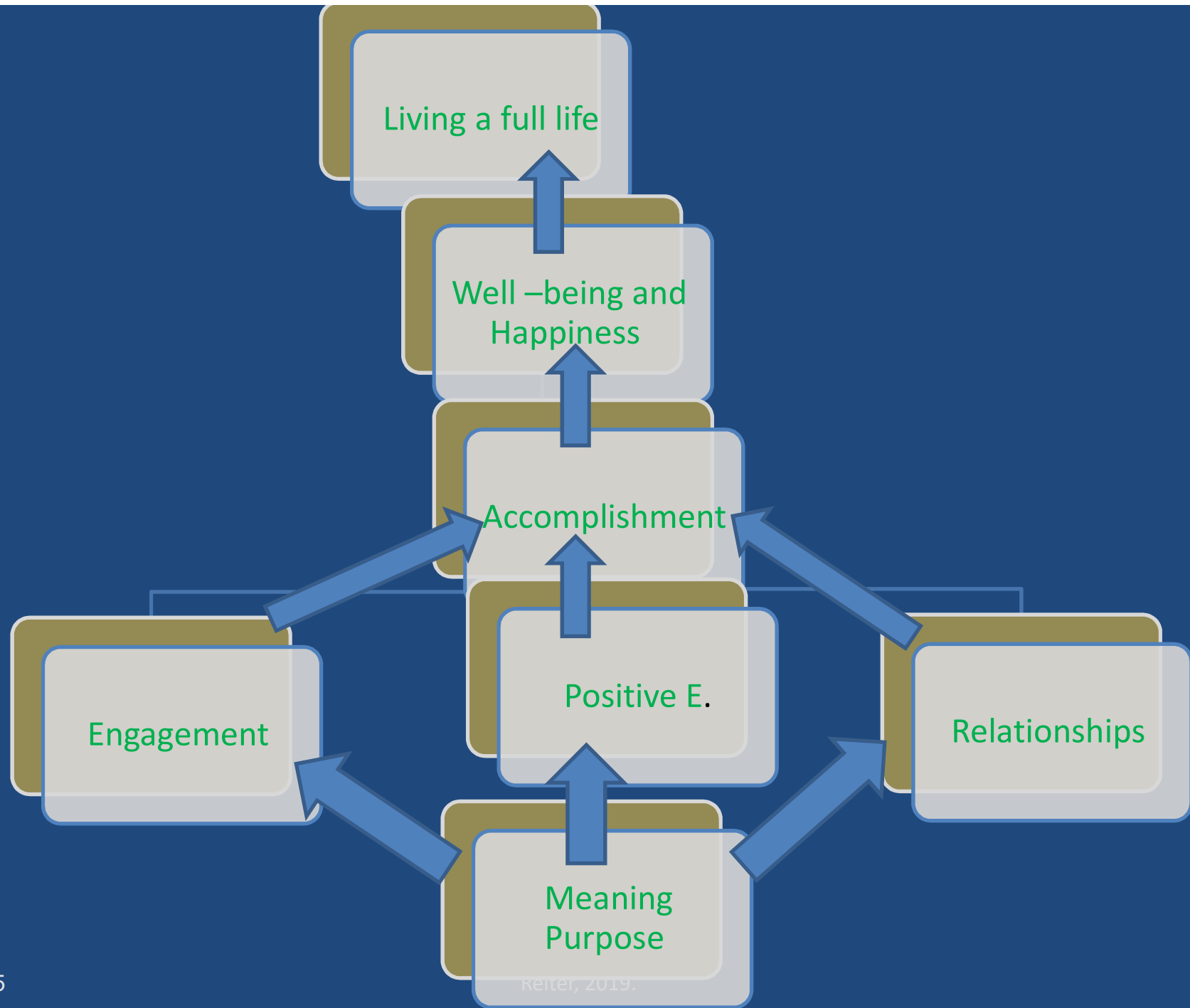


Meaning



Accomplishment

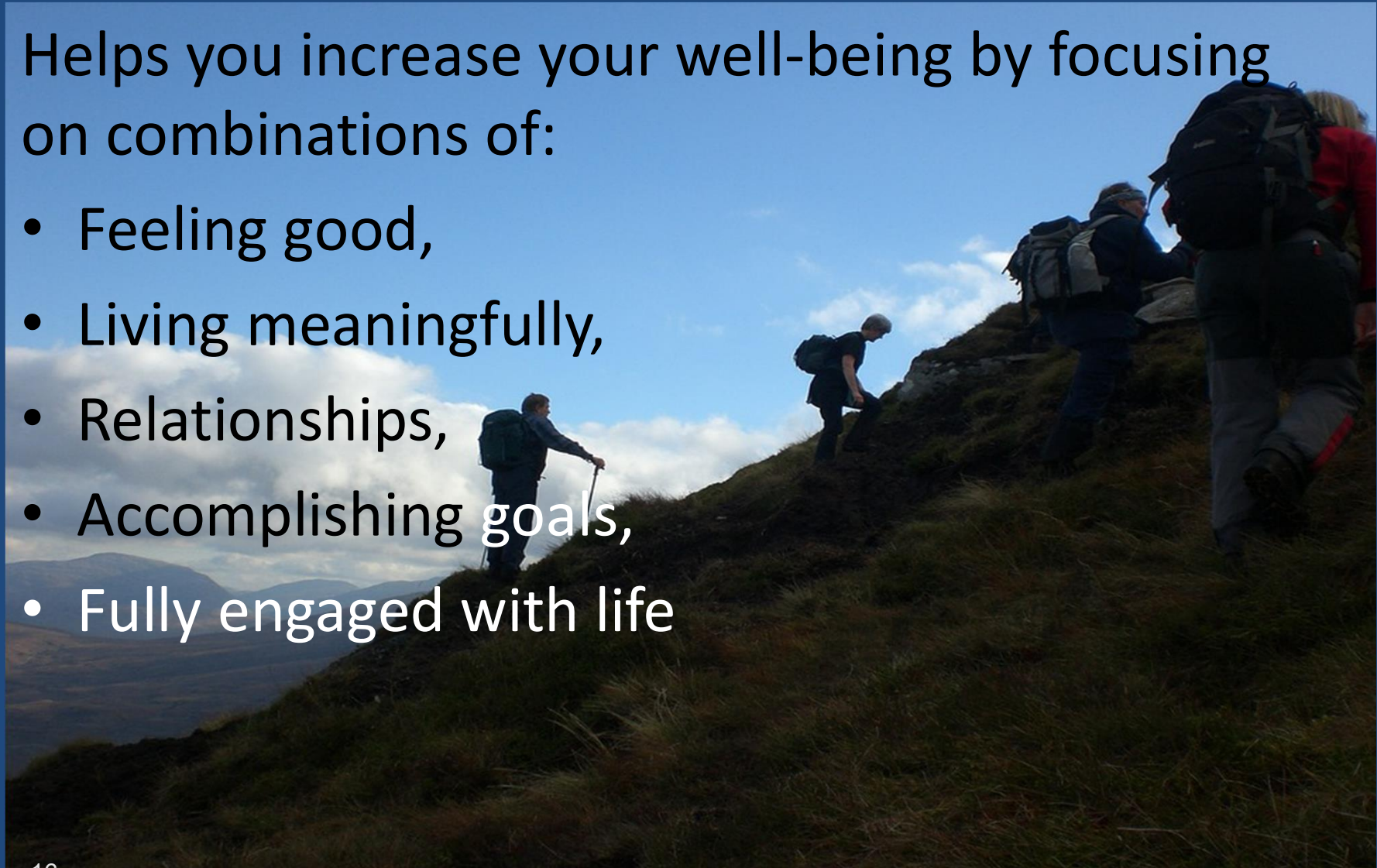




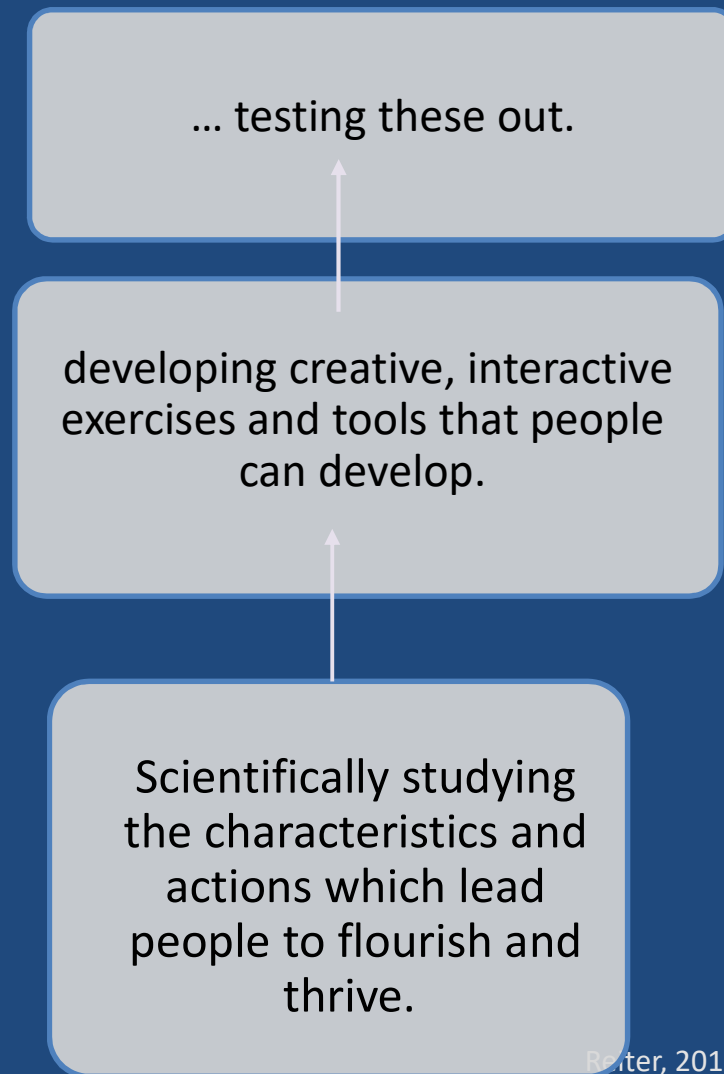
Awareness of PERMA

Helps you increase your well-being by focusing on combinations of:

- Feeling good,
- Living meaningfully,
- Relationships,
- Accomplishing goals,
- Fully engaged with life



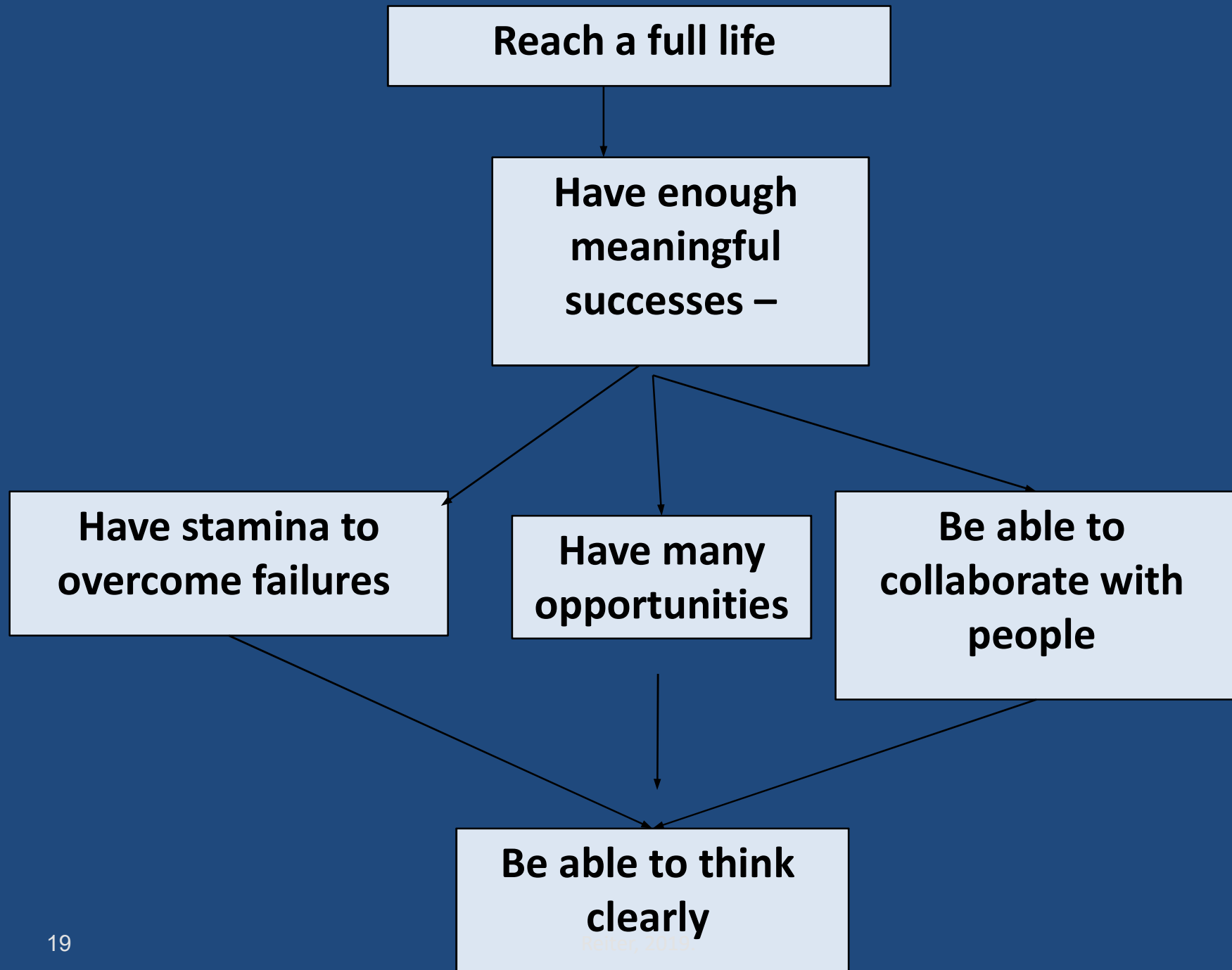
How does Theory of constraint achieve these ideas?

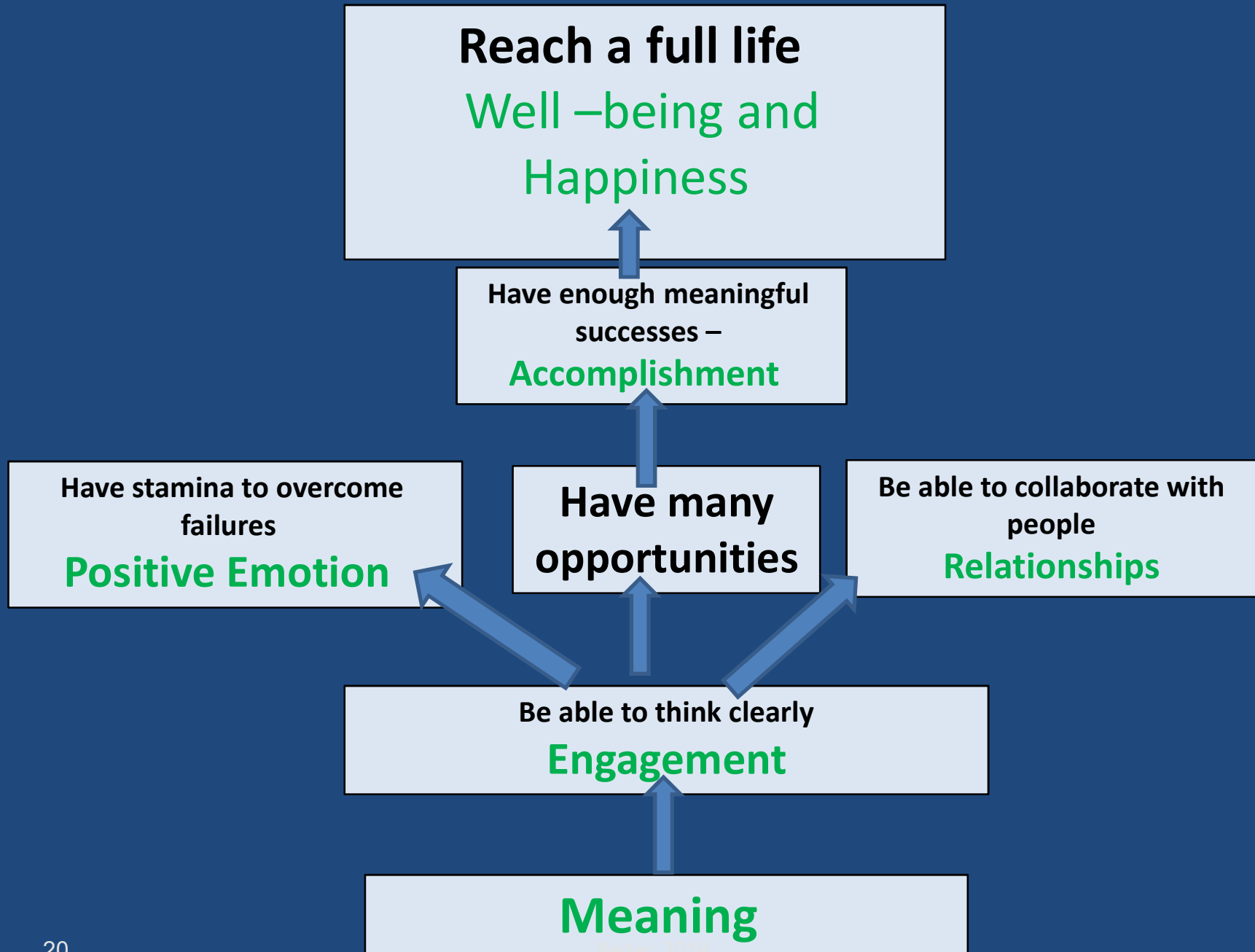


• Dr. Goldratt road map for flourishing life.

(The Choice, 2008; Goldratt, E. M., & Goldratt-Ashlag, E. (2010). The Choice, Revised Edition.

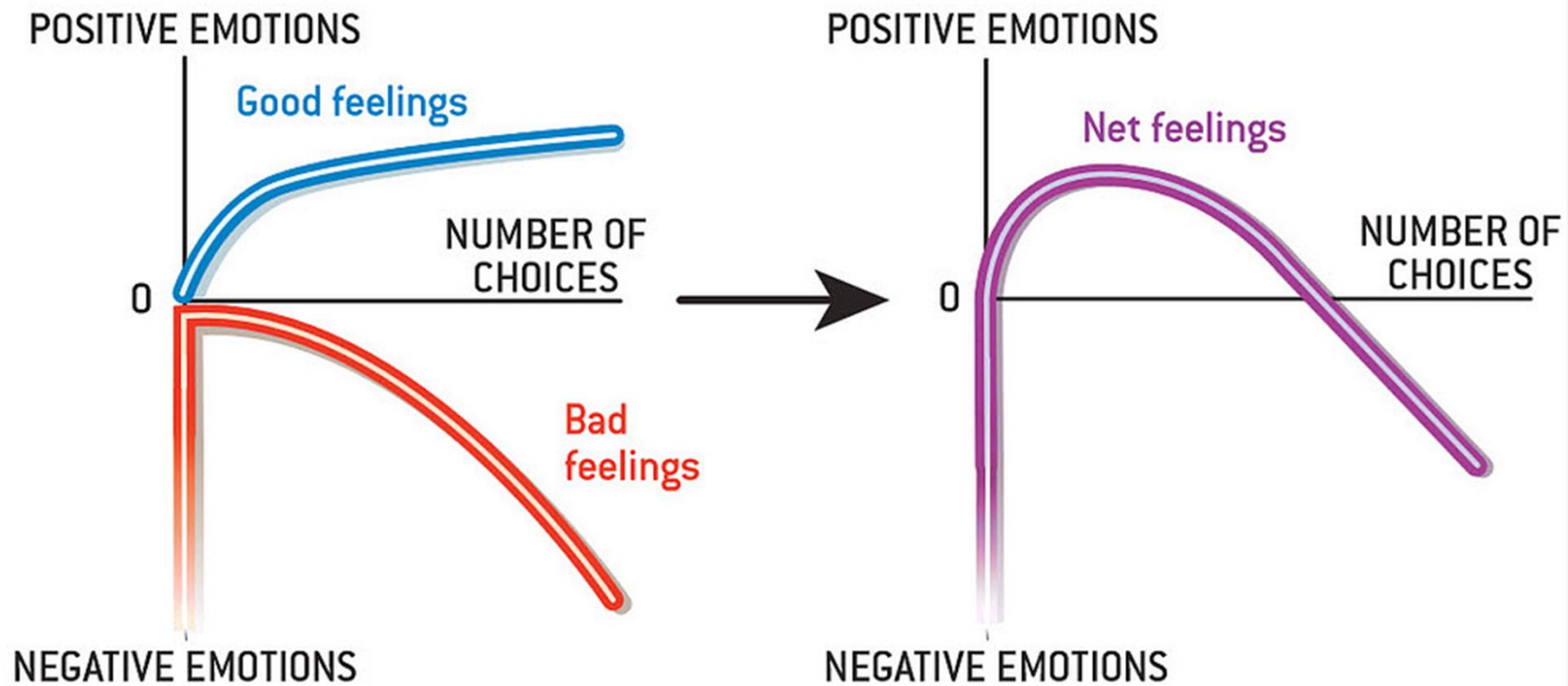






Positive Emotions (P)

REACTIONS TO INCREASING CHOICE



You have a choice:



Dr. Goldratt



???????

We might sustain exponential growth



Bitch about reality

Harvest the gift of learning opportunity

Then

If

Reality strikes



Happiness on the job:

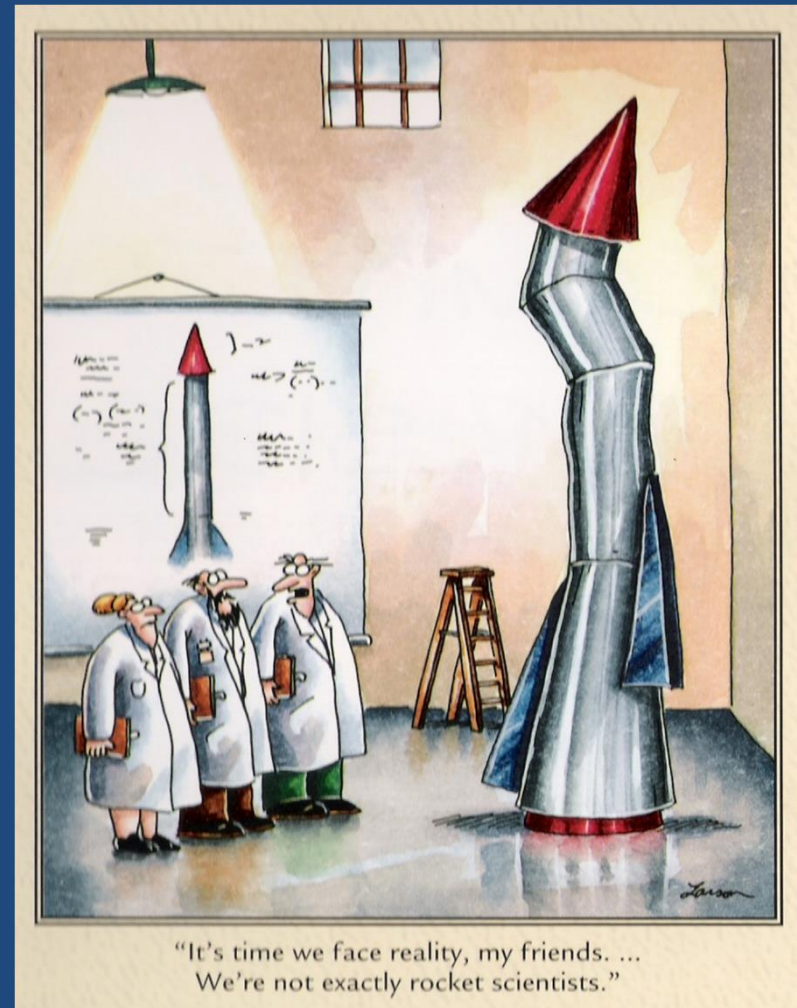
Job satisfaction

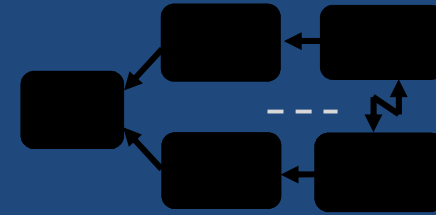
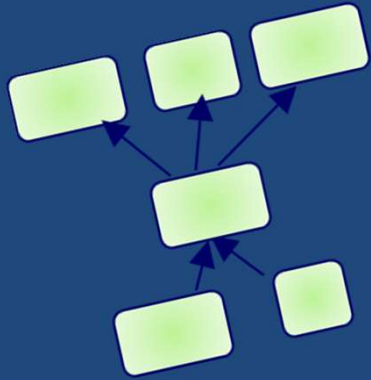
Engaged with job

Enjoy work

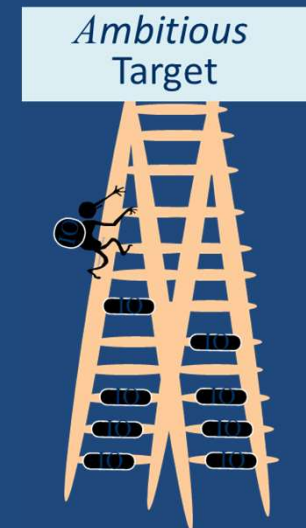
I'm no expert on
your happiness

But, would you
like an almond?





TOC tools for generating PERMA for organizations growth and happy workforce while gaining improved results



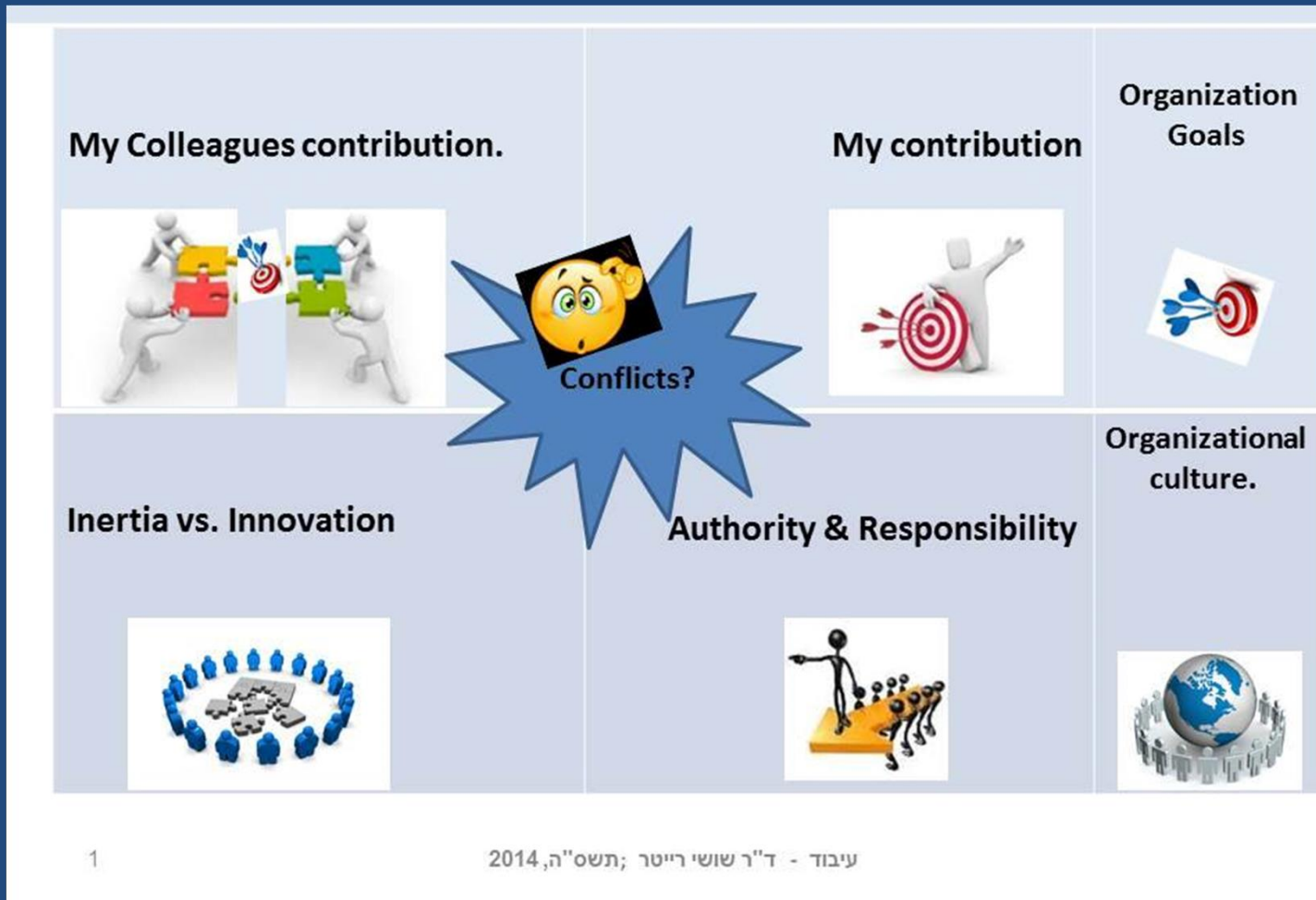
Internal Harmony

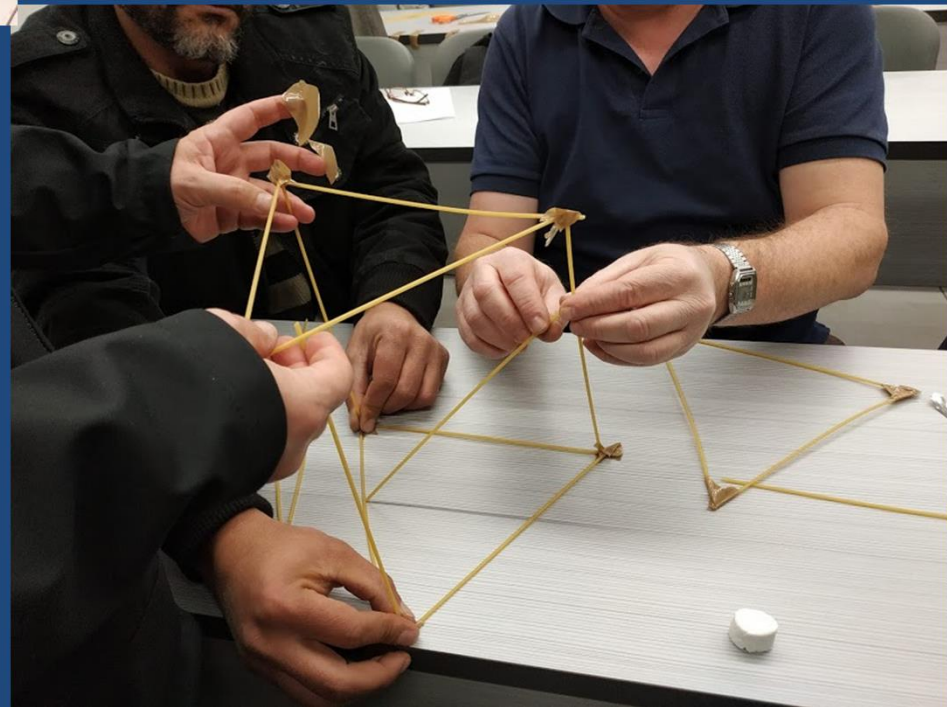
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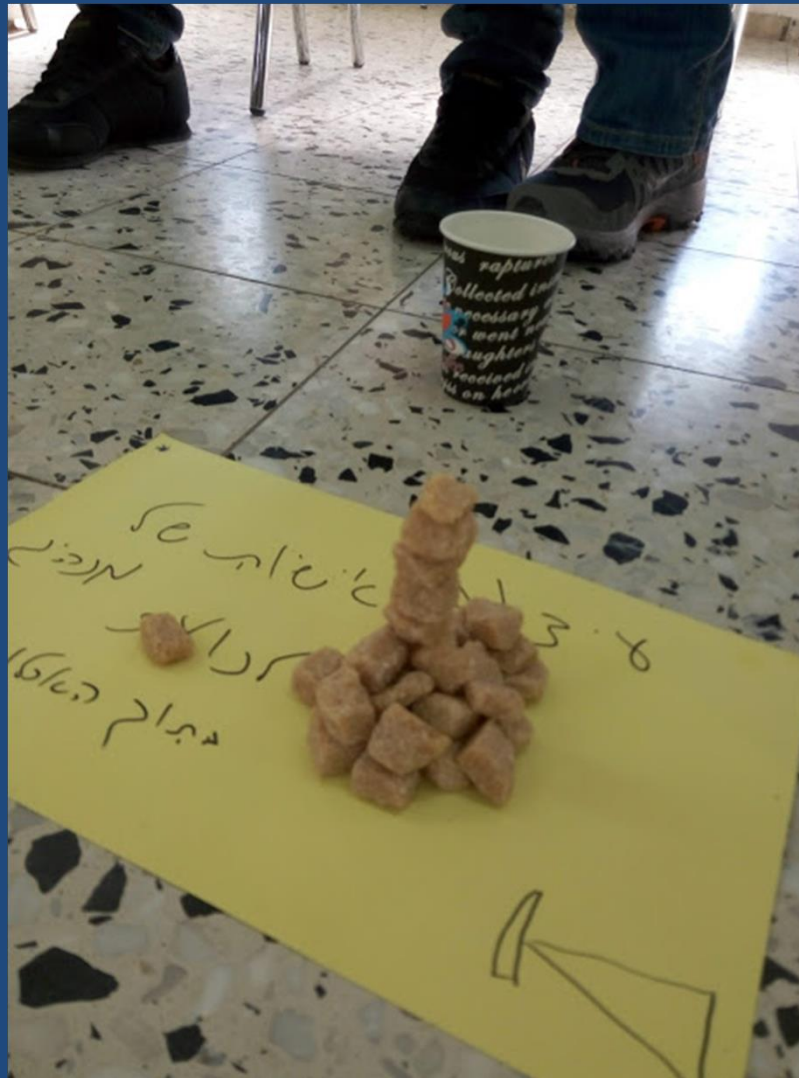
The 1988 study conducted by Stenberg and Williams to enhance their understanding of how the individual characteristics of group members may affect group functioning, showed that some teams perform better than others because the characteristics of the group create a state of internal harmony, which results in the maximization of productivity.

Sate of internal harmony is the result of the maturity of the workers who practices virtues accompanied by the enabling conditions provided by the company.

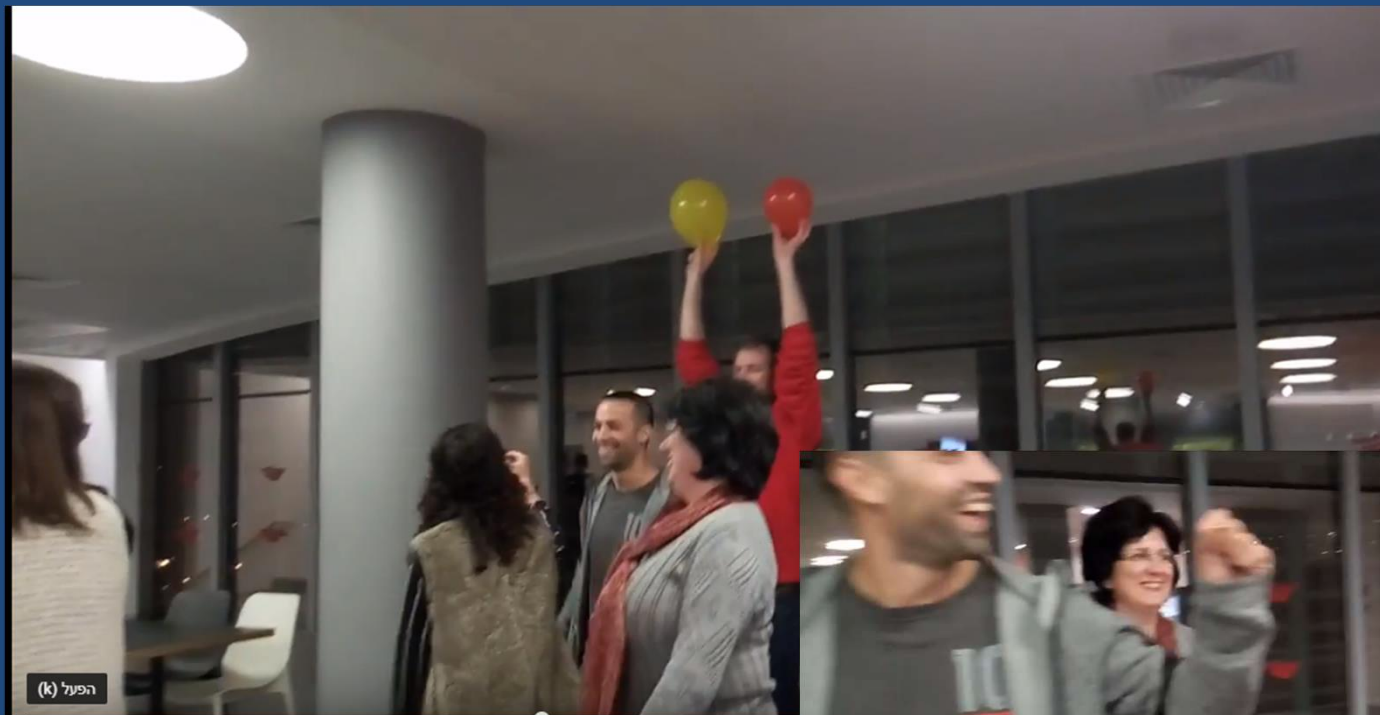
Engines of Harmony and Growth (E.H.G)







Conflicts?



הפעיל (k)



reiter, 2019.

Happy People are Better Leaders

Happy people:

Feel more sociable

Have more friends

Others like them more

Volunteer and donate more

Better “organizational citizens”

Virtuous circle



Businesses with Happy Workers

- Lower healthcare costs •
- Greater customer loyalty •
- Lower employee turnover •
- Greater productivity •
- Employee creativity •

Something from the recent literature: There are 10 reasons why happiness at work is the ultimate productivity booster.

1. “Work better with others;
2. Are more creative;
3. Fix problems instead of complaining about them;
4. Have more energy;
5. Are more optimistic;
6. Are way more motivated;
7. Get sick less often;
8. Learn faster
- ; 9. Worry less about making mistakes – and consequently make fewer mistakes;
10. Make better decisions.

organizational level: The enabling conditions that allow
the generation of the *koinonia* (κοινωνία) are

- company culture;
- corporate values;
- leadership style;
- tools for conflicts' solutions

The enabling conditions - conflict resolution

Regarding tools for conflict resolution, we would like to stress that, even among people with virtues, and between company who sustain virtues and virtuosos workers, conflicts will occur.

However, the fact that conflicts will occur, does not mean the impossibility to work for building an “happy company”.

Company should put in place tools for resolving conflicts, timely, with rationality and applying virtues, avoid major damages, growing both from a personal and professional point of view.

Whatever tool the company will apply, we are almost confident that will be for sure easier to resolve conflicts when dealing with people who are honest, comprehensive, just, humble, etc...

Five ways: connect, be active, take notice, keep learning, give

Connect – Make connections with friends, family, colleagues and neighbours. When you build these connections they help enrich your life with new experiences and opportunities.

Be Active – Get moving. Walk, skip, run, dance – move your muscles. Exercise not only makes you feel good, it keeps you healthy. Pick a physical activity that you enjoy.

Take Notice – Be mindful. Be curious. Like a child, see the wonder and beauty of the world. Notice the things around you – the weather, the landscape, the mood and feelings of the people around you. In noticing you learn to appreciate the things that matter.

Keep Learning – We never stop learning. Keep trying something new – a new course you've been wanting to do or a more challenging task at work. Challenges keep us on our toes and increase our confidence and excitement in our day.

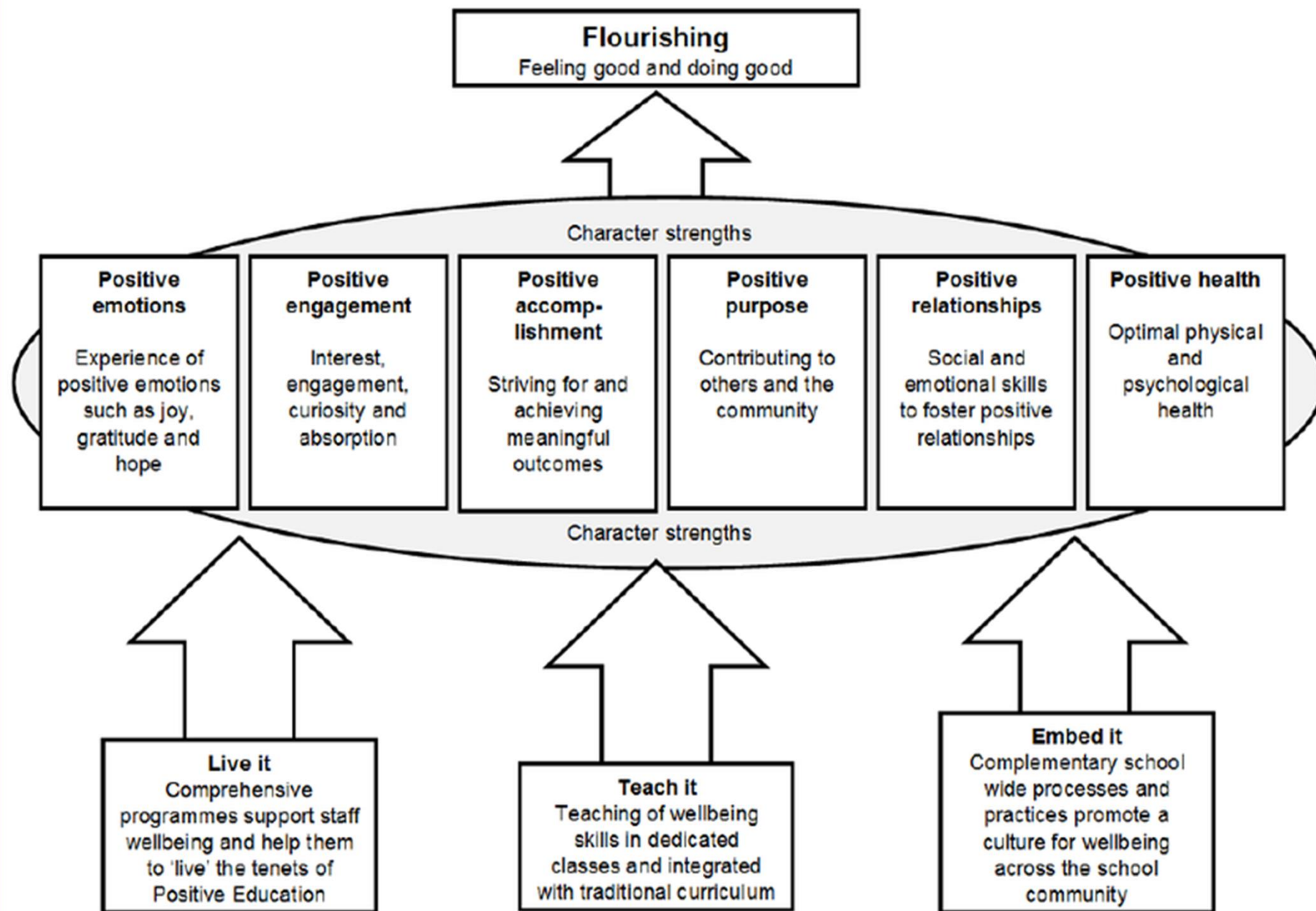
Give – Be generous with your time, your knowledge and your talents, giving to friends, family and even strangers. Be thankful, smile at people, and volunteer. Sharing to a wider audience gives you a greater reward than just doing things for yourself.

Three steps to
the happy workplace

1. Happy customers

2. Happy employees

3. Happy employers



How does it all come together

- We all work as a chain, one can not function without the other one. If there's a weak link in the chain the chain is bound to break and it will be detrimental to our business.
- Everyone is here to perform a certain function from the customer that brings in the cash to every single staff member that performs the duty the customer pay's for..
- Without the company there will be no place the customer can spend their money, without staff the company will not function and without the customer we will have no cash flow to pay the staff..

Living a full life Well –
being and Happiness

Accomplishment

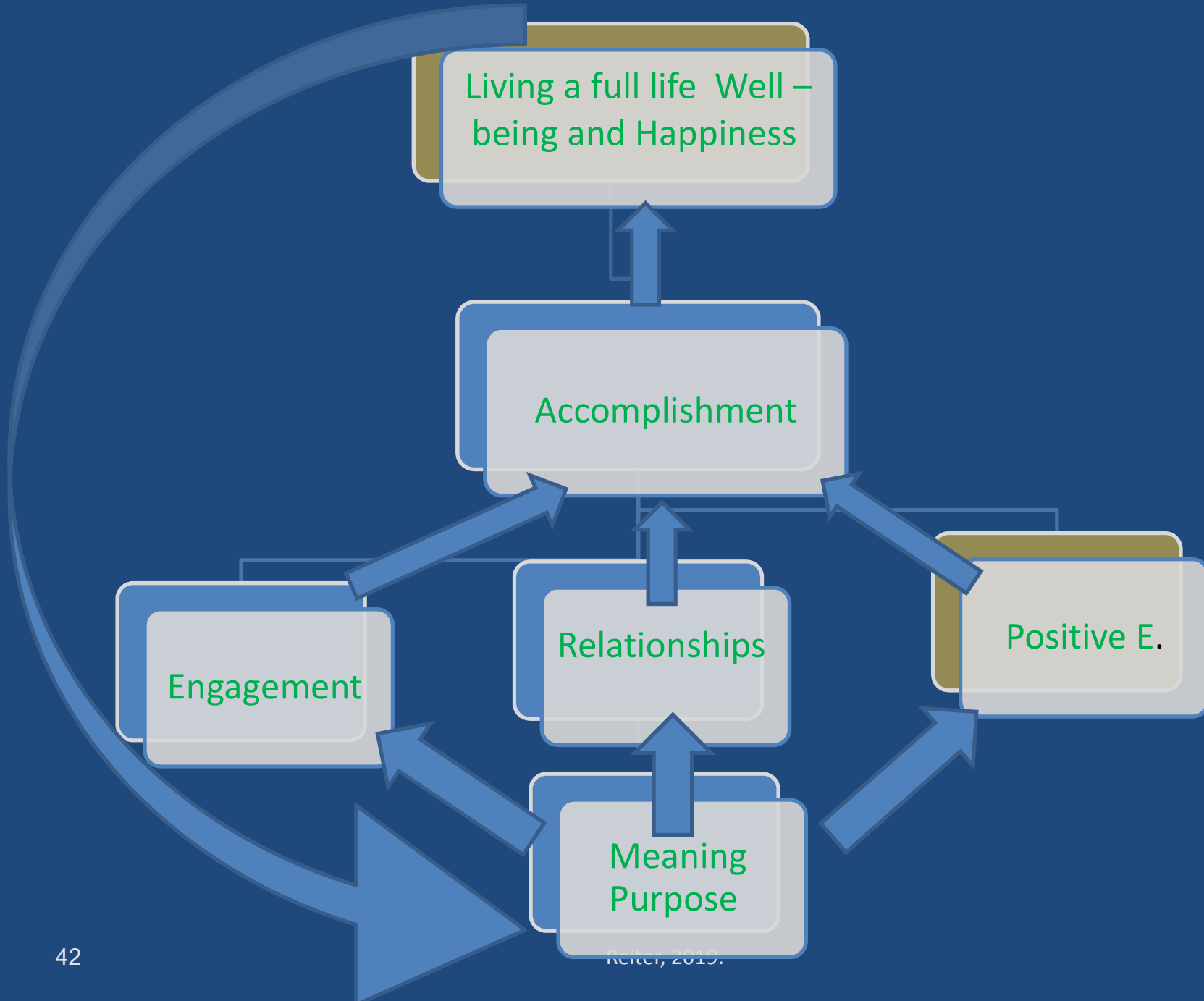
Relationships

Positive E.

Engagement

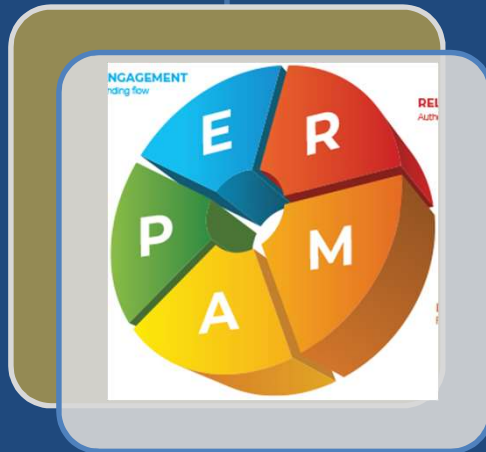
Meaning
Purpose

Reiter, 2019.



Living a full life
Well-being and Happiness

Practical Wisdom





LeadTOC

Thank you !

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Be happy...