



happier  
@work<sup>™</sup>

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OUR APPROACH

# Why is Happier @ Work Important?

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Employee happiness isn't some touchy-feely "nice to have" idea. It's your organization's greatest unrealized asset, and unleashing it can dramatically impact and how engaged, productive, innovative, and creative your employees and teams are and, consequently, how effectively your leaders lead. Here's why:



## Happier, engaged employees help their teams and your organization thrive -- studies show happy employees:

- Are super productive, more creative, and better at solving problems: Happier employees spend 46% more time on their tasks and report being 65% more energized by their work
- Help others more often and spread well-being: Happier employees help their colleagues 33% more often and they are 20% more likely to have happier teammates
- Are more successful and so are their companies: Happier employees find creative solutions to problems, work better as part of a team, and receive more positive reviews and promotions
- Give companies a competitive edge: Mid-sized companies with happier workplaces had 46% less turnover, 19% less sick leave costs, and 12% greater productivity
- Are less stressed and healthier: High-stress work environments have 46% higher health care expenditures, conversely, happier employees take 10 times less sick leave than others

## By contrast, employee unhappiness comes at a high cost:

- 80% of American workers feel stressed at work, costing U.S. businesses over \$300 billion in absenteeism, disengagement, and decreased performance, and this stress inhibits creativity and often causes employee errors and poor work quality
- A recent Gallup survey found that only 30% of American employees feel engaged and those who aren't engaged are more likely to miss work, negatively influence their co-workers, and drive customers away

**The good news is that you don't need expensive wellness initiatives or company-wide benefit increases to unleash happiness at work.** Instead, you can teach your people practical skills that improve their emotional well-being, increase resilience when dealing with challenges or change, and create a culture of appreciation and psychological trust within your organization.

Happier has helped more than a million people, leaders, and employees dramatically improve their emotional health and resilience by cultivating the scientifically-based *5 Core Happier Skills*. We demonstrate that happiness is not just a feeling, but a skill that can be learned and improved through practice, which in turn boosts productivity, creativity, communication, innovation, engagement, and business performance.

Happier @ Work is an innovative program that introduces these immediately applicable skills through talks and workshops with ongoing learning and integration through online courses, videos, Happier practices and rituals, and the Happier app.

We explore the 5 Core Happier Skills by combining scientific evidence with real-life examples and teach practical skills by empowering employees and leaders with one-minute practices they can easily fit into their busy schedules.

Happier @ Work helps to create a human-centered culture that boosts resilience and cultivates psychological safety. Employees feel revitalized and energized to come to work!

## 5 Core Happier Skills

### 1 Gratitude

Actively focusing on what's good in our lives and work and expressing appreciation to the people with whom we interact

### 2 Acceptance

Learning how struggle less with difficult emotions, get through challenges with resilience, and cultivate psychological safety

### 3 Intentional Kindness

Strengthening relationships through intentional kindness and compassion, which improves communication

### 4 The Bigger Why

Connecting to a greater sense of purpose and meaning within our work and daily responsibilities

### 5 Self-care

Treating ourselves with self-compassion and making time for constructive rest, stress reduction, and energy renewal



## Workshop Series Rollout Process

- **Align** your goals, objectives, and company culture with the right Happier @ Work workshops and implementation strategy to meet your needs
- **Customize** workshops, practices, and tools based on interviews and an anonymous survey of employees and leaders
- **Infuse** science-backed Happier concepts, skills, and practices through an interactive workshop series (in-person and virtual options)
- **Reinforce** skills with daily practice tools, team activities, and ongoing company communications
- **Review results** and plan for maximum success through interviews and improvement evaluation survey



## Nataly Kogan

Nataly Kogan is the creator of the Happier Method™ and a leading expert on how people and organizations can transform their individual and team culture so that they can thrive. She is the founder and CEO of Happier, an award-winning global technology and learning platform that has helped more than a million people and employees dramatically improve their emotional health and resilience by cultivating the 5 Core Happier Skills.

She has led Happier @ Work programs to rave reviews and results at organizations such as Gillette, Digitas, MediaMath, Pure Encapsulations, Mullen, and Gap, and many more. Nataly is also a sought out keynote and TEDx speaker and has been featured in hundreds of media outlets, including The Washington Post, The New York Times, The Wall Street Journal, Fortune, New York Magazine, Time Magazine, and more. Her new book *Happier Now: How to Stop Striving For Perfection and Embrace Everyday Moments (Even the Difficult Ones)* was published in May of 2018.

Nataly came to the United States as a refugee from Russia when she was 13 and overcame significant obstacles on her way to achieving career success. Nataly reached the highest level of corporate achievement, including careers at McKinsey and Microsoft, and became a venture capitalist at the age of 26. But she found herself unfulfilled and was inspired to learn how to live a truly happier, fuller life. In the process, she found the answers each person and organization needs to unlock their maximum potential, making them not just more productive and innovative, but helping them to find more joy in everyday moments and get through challenging ones with resilience.

## Debbie Karch

Debbie Karch has more than twenty years of experience in training and development to help companies elevate their teams and help individuals realize their full potential. Before joining Happier, she developed the methodology and training program for the MELT Method, an innovative self-treatment system that has helped hundreds of thousands of people eliminate chronic pain. The curriculum included online and live trainings that have reached over 2,000 professionals in over 25 countries. Debbie also co-authored the New York Times bestseller, *The MELT Method*.

Before MELT, Debbie led the development and facilitation of leadership and employee training programs, new field initiatives, and special projects for the Clinique brand. She also launched a corporate department to create a consolidated retail store-training program and store operations infrastructure for eight Estee Lauder brands. She has lived in New York for twenty years where she also developed and delivered custom training programs for Wounded Warrior Project, MercyCorps, Big Brothers and Big Sisters of America, and the Girl Scouts.

