



Leading Happiness:

iOpener Happiness at Work Leadership Program

This 8-day leadership program will help you understand what it takes to lead an organization through the most effective and robustly-researched leadership lens; that of Happiness at Work. That's because Happiness at Work is directly linked to performance. Increase happiness at work and you will achieve higher performance. Leaders in Positive Psychology, iOpener developed The Performance Happiness Model outlining the tangible items that link happiness at work to performance. And is offering you a comprehensive program to bring these research-led insights to life in your organization.

Leading Happiness is a comprehensive leadership and Organizational Development (OD) program that has the potential to create lasting, positive cultural shifts in your organization. It has been developed by iOpener Institute over the past 12 years, in partnership with academics at the forefront of their specialist organizational behavior fields.

The question is, "How do you establish a culture that thrives on happiness at work?" And how do you lead in a way that empowers people to be their happiest, most creative, most effective, resourceful selves?

Attend this program if you're wanting a highly experiential approach to leadership development; blending varied media such as 360 feedback, people analytics methodologies, case studies, introspective reflection time, video observational work, academic articles, forum theatre, coaching and more.

How do I know I should attend this program?

1. Have you recently been hit by uncertainty paralysis, wondered how to inspire agility and drive through change?
2. Are you struggling to unleash more creativity and innovation in your people?
3. Do you feel frustrated at inefficiencies created by poor camaraderie and lack of teamwork at work?
4. Have you thought about the Cost of Misery within your organization; the overall cost of a depressed mood, poor motivation, low time-on-task, inadequate communication, etc. and the high rate of attrition?
5. Have you ever wondered whether the happiness at work culture starts at the top of an organization or whether it's built from the ground up?
6. Would you like to spend some time on how to articulate your organization or team's vision and purpose? And then how to align your authentic leadership style with them?
7. Are you worried that your leadership development progress has plateaued?

If you answer yes to most of these seven questions, then this program is for you.



What will I do?

1. In Module 1, you will spend 3 days focusing on **yourself**, with special emphasis on **understanding your personality** and how you're perceived by others, as well as **developing your authentic leadership identity** and on **peer coaching**
2. In Module 2, you will spend 2 days focusing on understanding and managing your **context**, with special emphasis on **inspiring others through stories, leading change** as well as **cascading key messages** through an organization, in particular in turbulent times
3. In Module 3, you will spend 3 days focusing on understanding and managing **others**, with special emphasis on **giving constructive feedback**, and **leading with emotional intelligence and compassion**

What are the outcomes?

By the end of this program you will:

- Have a working understanding of conscious leadership and how your leadership style impacts your organization and beyond
- Have understood how to build a stronger organization, built on a foundation of trust, which in turn generates pride
- Be more in tune with your team's emotional state, their group dynamics, and be able to get the best from them by knowing how to support them through during VUCA times
- Feel more resilient yourself and know how to sustain more organizational resilience
- Be on the path to building an alluring employer brand that attracts the top talent in the marketplace and retains your existing talent

How do I prepare?

1. Complete iOpener's happiness at work questionnaire, the iPPQ, and digest your 9 page report
2. Complete iOpener's leadership competencies 360° feedback questionnaire, the i360

Who is iOpener?

We develop people and organizational performance through the power of happiness at work.