



## **EXCLUSIVE, BRIEF CASE STUDY AS AN EXECUTIVE SUMMARY ABOUT RESPONSIBLE HAPPINESS DEVELOPMENT**

### **Your Needs as a Leader**

You are a one-of-a kind Leader in the big game, with a greater vision.

This is an exclusive, free case study made just for you, that is becoming one the best investments of your time, this year.

As all kinds of people are working for you, it became your nature to be a Human Capital Strategist. At the same time, as a leader, you would like to lead your company with less effort. Much less effort.

Therefore, you want to be sure, that your people *understand* each other, and work well together even when you are not there. Also, You want to be sure that the *system* is functioning by itself as a Swiss watch, providing people the necessary needs and benefits that makes them *content*.

You have selected and appointed your managers, your best Talents. Now you want them to become great-, independent leaders, so that you don't have to hold their hands anymore.

You prefer to explain-, express or ask something only once, and afterwards you don't want to spend energy on scolding them or to interfere in any ways. You want them to feel responsibility, and to use their capabilities even when you are not there. To work through the business life by themselves. To polish each other's inherent diamonds and to learn; individually and from their team members.

### **You Tried and Concluded..**

For that, You tried to motivate them the best ways possible; with bonuses and by showing them their own power and capabilities. You did your best, still, they keep forgetting it or being not really honest about – let's say - what really turns them on. You are still looking for real breakthrough method for this.

The best conclusion one could draw from these trials, is, that peoples' own-, inner attitude is everything. Their mindset defines it all. It predicts what they think, what they say and the way they act. To motivate them, is basically the mastery of changing their mindset.

Let us just take the example of the announcement of the YOY Goals or Targets. Of course managers give some inputs for the planning, still, when leaders announce their high targets or so called stretch target, you don't want to see their managers standing there shocked, holding their heads and don't know what to do with it. You want to hear them say "yeah, its great challenge, but okay let's do it! We are good enough, we are most probably smarter than the competitors! Let's roll up our sleeves and achieve it!".

This mindset of ease, and confident efficiency is that you want.



## **Flip the Positive Switch**

Can we flip up the positive switch on in your people's mindset? We definitely can.

For sure, you already recognised, that this active happy mindset is only presented by those, who simply love their work, like their boss, understand and feel sympathy towards their colleagues. Basically with those, who work for a higher purpose. E.g. they think like this: Instead of simply selling matches, they want to help people to get some cosy time with their family around their fireplace.

The same sustainable positivity is needed when your people get close to burned-out. In these cases you want your people to have the know-how about how to find their own strength again and recover by themselves. You want them to have the mindset that they can change every situation to positivity, and in those moments that are not so easy, apply what they learnt. You want the capability of full resilience, and a positive mindset that cannot be beaten in any ways. On one hand they need awareness intelligence to recognise what is happening, and on the other hand happy mindset to change it in a positive way.

Sometimes it may happen, that as a short term solution you may invite them for a team building in Belize. Well, it can be useful, though when you want to help them to a long term, when you want a really sustainable solution, you want them to become smart enough about how to be able to keep up their own activity levels by finding their own work-life balance.

To know more about what is healthy in general, the functioning of the body, the vitamins, adaptogens, cleanses, what priorities to consider etc..

It's also about reducing the separating concept of life at home and life at the workplace. We have one life now. Work and home activities are within that. We just have to understand that both are parts of our lives. We want to feel good and be efficient and help others in both. We want to live our life in physical-, social- and mental well-being..

To lead your people towards this, the only thing you have to do as a Leader is to be the visionary architect and the strategic master of the Organization. And that is the keyword. You want to stay keeping the strategical overview, and to give strategical advice. You delegate, you let your people do the operation. That's it.

Your job, is to keep the strategic view, and to build up an organisational culture that can operate based on-, and be led, by the sparkles that sprig out from your view.

The rest of your time You just want to spend with whom you love and what you like. Your spouse, your family and favorite things to do. You earned this by building up and holding together a responsible system with your view, so, you can let it work by itself.

## **The Reasons You Need Our Help**

When everything works like this for you, Congratulations! In that case it is not sure that you need Happiness Consulting. Our online assessments may show you things that a leader does not necessarily see, though, the "your house is not burning".



On the other hand,

1. in case there is tension or fighting between your people, and you want peace and understanding to take over so that everyone can focus on their jobs again, you may need us
2. or, if there is dissatisfaction about work conditions, salary or benefits, and you want people to get more content with what they have, you may need us
3. or, if the system is not really working properly, things get lost or done twice, decisions are not made in time, and you want clear, simplified and synergetic processes, you may need us
4. or, if your people know the word laziness very well, and you want them to get more actively engaged into the processes and feel more committed to the organization, you may need us
5. or, if it seems that during the many years they have spent there, some of them got already tired of what they do, or the job puts too much mental weight on them, they are stressed out, on the edge of depression, they are getting burned-out and you want them, to be able to handle anything that comes in their way, to keep an unbeatable concentration from the early morning to the late evening, feel relaxed being able to handle anything, to teach them this, you may need us
6. or, if the number of ill days, the health insurance costs and the substitution costs are high, people are overweight, have heart issues, hypertension, gut problems, diabetes etc. and you would like them to live a much healthier lifestyle, to eat healthier, to supplement in a smart way, to get healthy and strong again, and to sustain their activities in their important roles, and to save a lot of money at the same time as well, to explain this to them and provide the know-how, you may need us

### **Take An Action**

All you have to do is just to keep this positive vision, invite your HR Director to stand next to you, and ask us if we can allocate time to do the development work for you!

Of course the majority of the situational analysis can be done by online surveys, and surely we can schedule later training-seminars and leadership coaching well.

### **Expect A Result**

What can be the result of this kind of change within an organisation?

It is simple math. Several surveys made at many organisations on thousands of people and the real life experience shows, that when engagement and the application of well-being tools are present, it is a minimum that the people perform at least twenty percent better, with being have to invest only eighty percent of the energy their work consumed till now.



This is due to the fact, that as the stress-cortisol is away, the happier and lighter dopamine-efficiency takes over, that enjoys to get things done.

So how do we calculate efficiency?

We calculate it by dividing the output with the input, and deducting one from the result.

( $120/80=1.5$  ;  $1.5-1=0.5$  ; = +50% )

So, the result is, that people can perform with about fifty percent higher efficiency.

How would it influence your carrier to reach this in our organization? What would the shareholders say for the increased operating income and profitability? How would it influence your life in general if you had more freedom? How would it influence you family life if you had more time for them?

So, you see this is possible to achieve.

And actually the question comes, why are you not there already?

### **Why Are You Not There Already?**

To get a little bit more clear and factual on this let us just think through the following:

1. Do you as a leader have a heavy weight-, proven methodology introduced within your Organization, let's say, in your Human Capabilities Strategy and Company Culture – that is explained by more than hundred books, and thousand of publications, that condense the best information of more than 30 years of research –, a well-proven system that provides step by step soft skills development for people and secures a chain of succession for them? Well, if you had this introduced, actually, you probably wouldn't need to be listening to this now.
2. Did the methods you applied till now, really change people? Did you apply a training system that can positively influence your peoples' deepest memetics, deepest emotional-, mental tendencies and personality traits? We work with the most advanced researches and findings of positive psychology and neuroscience.
3. Did the methods you applied till now sustainably change your peoples' mindset? If it would have, maybe you wouldn't need to be listen now.
4. Can you afford to not reach out for more effectivity, for more time and money, or you want to start applying this right now? Would you want to save more and gain more?

So, I recommend, that you make sure that responsible happiness penetrates your organisation.  
Contact us today!

Thank you for your attention!

Seal Josephson, CEO of Happiness Consulting



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