

Laurence Vanhee - @Happy_Laurence



happiness
at work

profitable
& sustainable



Federale Overheidsdienst
Sociale Zekerheid

Service public fédéral
Sécurité sociale

Föderaler Öffentlicher Dienst
Soziale Sicherheit

Federal Public Service
Social Security

► **Welkom**
bij de FOD Sociale Zekerheid

► **Bienvenue**
au SPF Sécurité sociale

► **Wilkommen**
zum FÖD Soziale Sicherheit

► **Welcome**
to the FPS Social Security

.be



Social policies & strategies



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Social policies
& strategies

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Social Security

allowances for
war victims &
disabled people

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Social policies
& strategies



allowances for
war victims &
disabled people



Social fraud

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Social policies
& strategies

allowances for
war victims &
disabled people

Social fraud

1056 FTE

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HR team
of the Year
2010

RH tribune.

top 3 gender
diversity
ambassador

SMART
BUSINESS
STRATEGIES

workplace of
the year 2010

► Welkom
bij de FOD Sociale Zekerheid

► Bienvenue
à la Sécurité sociale

► Willkommen
bei der Sicherheit

► Welcom
to the FPS Social Security

CHRO
of the year 2012

.be



be a sexy
employer



talent can't be
hired by force



state
retirement
allowance

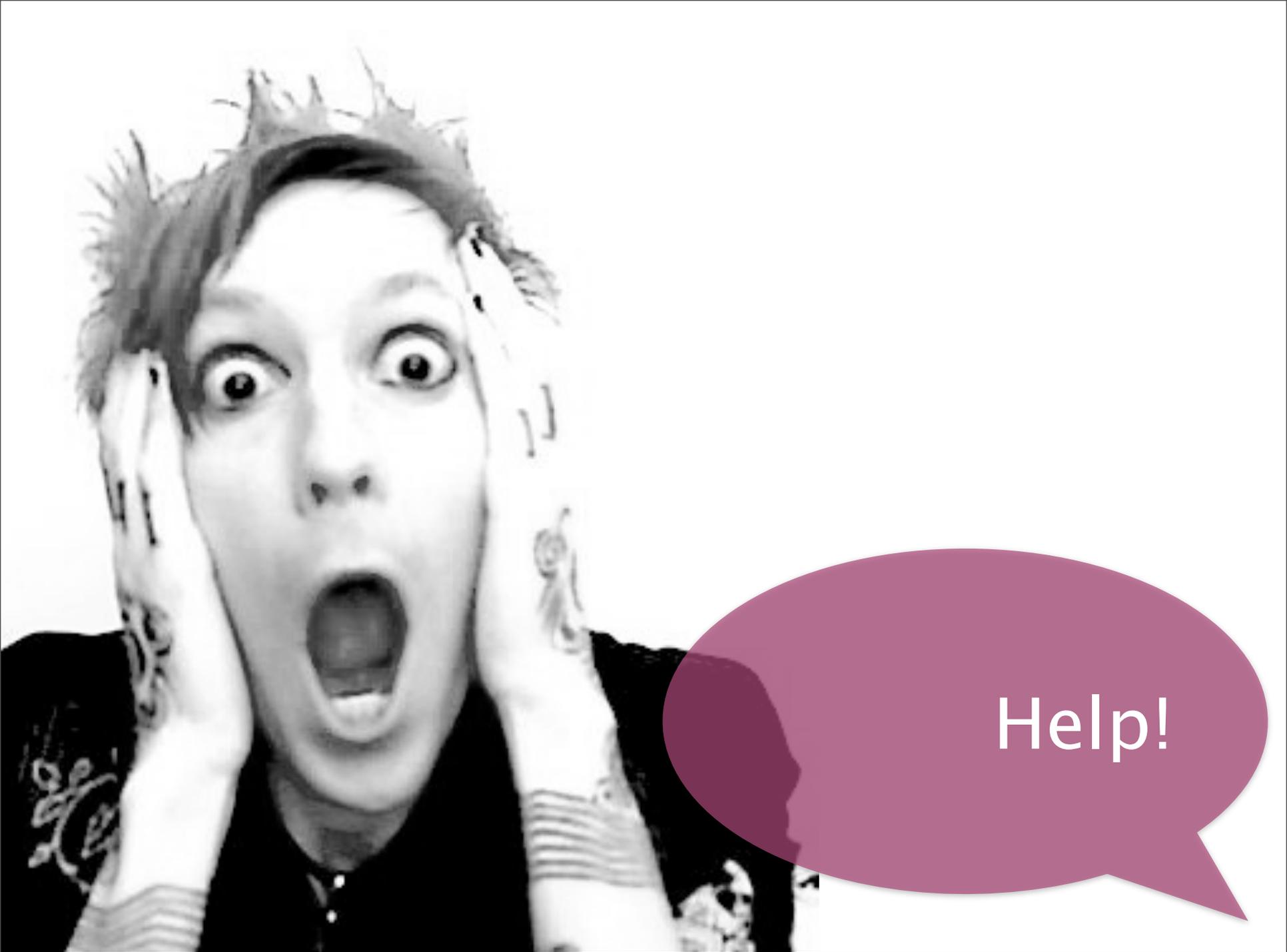


lifelong job

A black and white photograph of a person in mid-air, jumping over a wooden fence in a vast, open field. The person is wearing a dark jacket and jeans. The background shows a flat landscape with distant mountains under a cloudy sky.

state
retirement
allowance

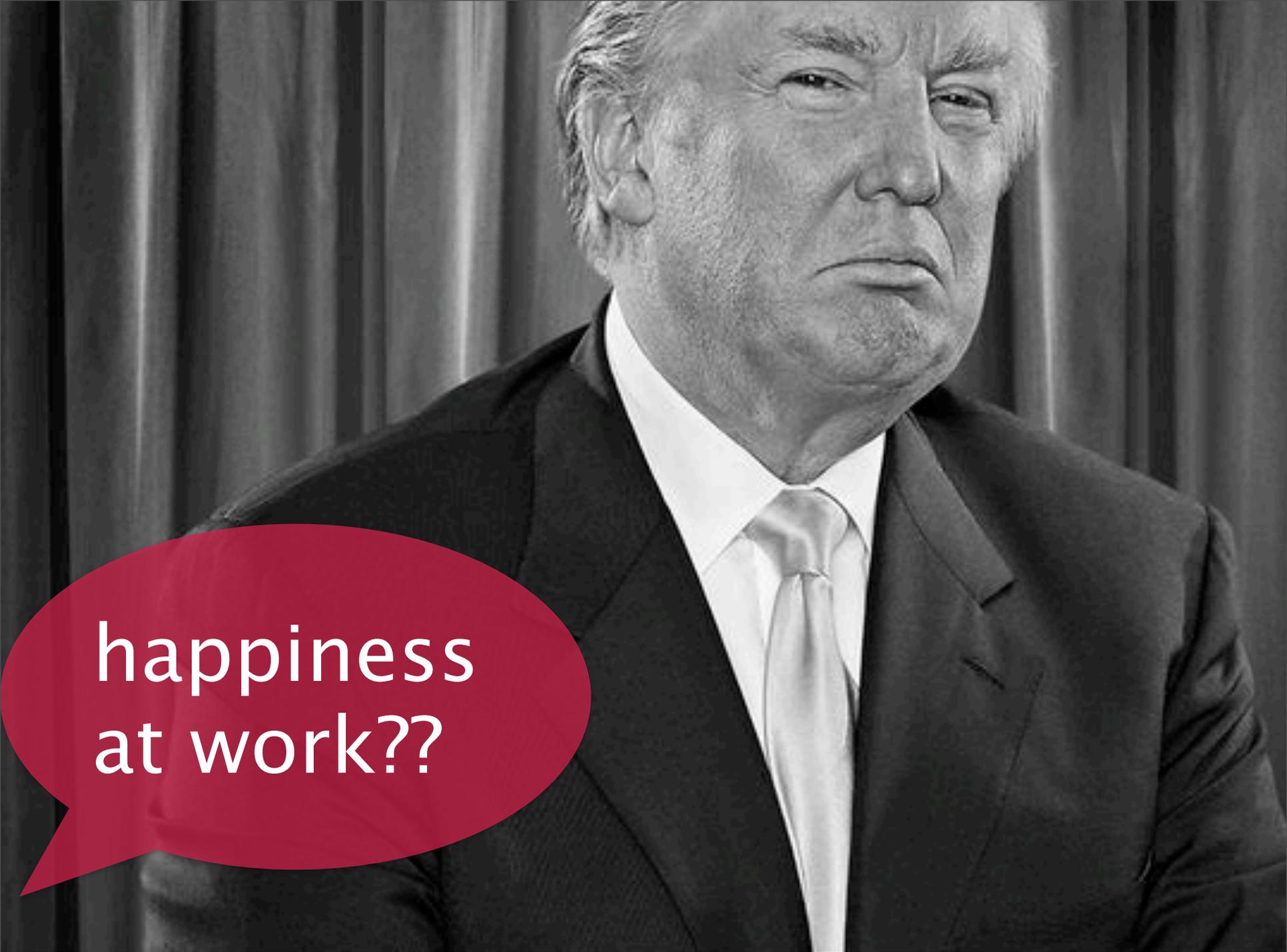
lifelong job



Help!



performance +
happiness



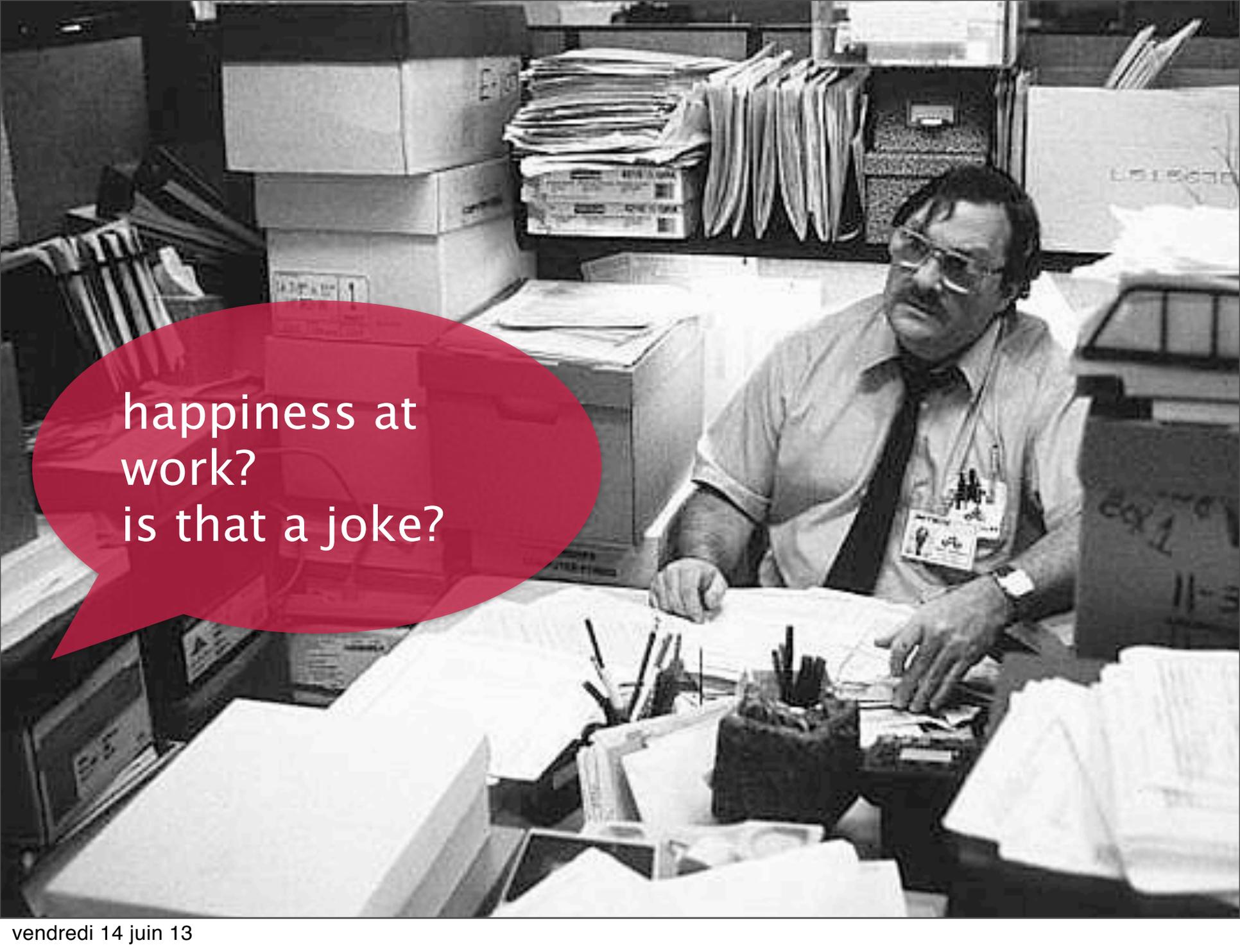
happiness
at work??



travail =
tripalium =
torture

arbeid = robŭ
= slaaf





happiness at
work?
is that a joke?



It's all about
culture...



... stupid!



« The best
measure of
success is
happiness »



some jobs are
attractive...



Some less...



vendredi 14 juin 13



Any recipe
for happiness
at work?



money
& salary grid?

Nanny job description

Name of Nanny:

Date:

Name of Family:

A Nanny's primary role is childcare and everything associated with the children. Your nanny's job description needs to be individualised. Please give consideration to the nanny's working hours and the number and ages of your children.

Learning and Development

1. To plan, organise, carry out and evaluate appropriate development programmes for children under the guidance of HG Kids Ltd.
2. To plan the day, taking into account the children's individual routines – sleeping, meals etc and to allow for flexibility for changes in routines.
3. To be responsible for the management of the children's behaviour. Individual techniques to be discussed for each family.
4. To advise parents of their children's progress and daily activities.

Personal and Professional Development

1. To participate in regular performance appraisals.
2. To take an active part in professional development:
 - a. Attend workshops where available and appropriate
 - b. Undertake childcare training where appropriate
 - c. Read up-to-date child development literature.

Expected Outcomes

Varied and stimulating activities that will promote children's learning and development.

That the personal needs of the children are met on a daily basis.

To ensure that children feel safe, respected, and not threatened. Self discipline is encouraged. Behaviour management is constant.

That parents are involved and are kept informed of their children's progress.

Expected Outcomes

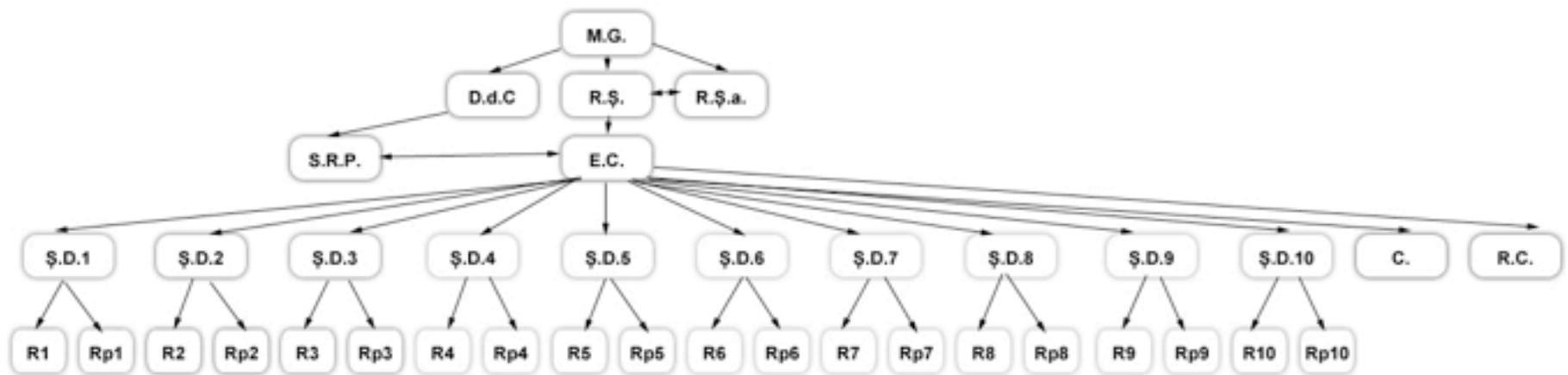
That communication and consultation between employer and employee is maintained.

To remain up-to-date with childcare and education practices.

job description?

Disclaimer: HG Kids accepts no responsibility for any dispute arising between the Employer and the Employee from the use of this document. It is provided as an example and is intended as a guideline only.





Legendă:

M.G. = manager general
 R.Ş. = redactor şef
 R.Ş.a. = redactor şef adjunct
 D.d.C. = director de comunicare
 E.C. = editor coordonator
 S.R.P. (PR) = specialist relații publice

Ş.D.1 = şef departament Cultură
 Ş.D.2 = şef departament Divertisment
 Ş.D.3 = şef departament Economie
 Ş.D.4 = şef departament IT
 Ş.D.5 = şef departament Mas-media
 Ş.D.6 = şef departament Politică
 Ş.D.7 = şef departament Social
 Ş.D.8 = şef departament Special
 Ş.D.9 = şef departament Sport
 Ş.D.10 = şef departament Știință și tehnică

C = corector
 R.C. = redactor colaborator

Legendă:

R1 = redactor Cultură
 Rp1 = reporter Cultură
 R2 = redactor Divertisment
 Rp2 = reporter Divertisment
 R3 = redactor Economie
 Rp3 = reporter Economie
 R4 = redactor IT
 Rp4 = reporter IT
 R5 = redactor Mas-media
 Rp5 = reporter Mass-media
 R6 = redactor Politică
 Rp6 = reporter Politică
 R7 = redactor Social
 Rp7 = reporter Social
 R8 = redactor Special
 Rp8 = reporter Special
 R9 = redactor Sport
 Rp9 = reporter Sport
 R10 = redactor Știință și tehnică
 Rp10 = reporter Știință și tehnică

* Dacă vrei să ne fii coleg sau să faci practică în redacția noastră, consultă fișele de post pentru a vedea cerințele postului, sarcinile, responsabilitățile și relațiile cu alte posturi. Ne poți contacta apoi în deplină cunoștință de cauză. Nu i se va cere niciodată cuiva să facă mai mult decât este afișat public.

* Suntem deschiși oricăror propuneri și idei, iar pe parcurs această pagină va fi adusă la zi de câte ori este cazul. Dacă ai impresia că poți contribui cu ceva și nu găsești acel lucru aici, anunță-ne. Vom răspunde prompt.

* Posturi disponibile în orice moment:

- corectori
- reporteri
- redactori
- redactori colaboratori

* Dacă reprezintă o companie și vrei să preiei un post, poți să folosești datele oferite aici pentru a vedea cine este cea mai potrivită persoană cu care să te legături.

place in
the org. chart?

A black and white photograph of several large stacks of US dollar bills, likely \$100 bills, tied with rubber bands. The stacks are piled on top of each other. A prominent red speech bubble is overlaid on the left side of the image, containing the text "big bonus?". The background is dark, and the lighting highlights the texture of the paper money.

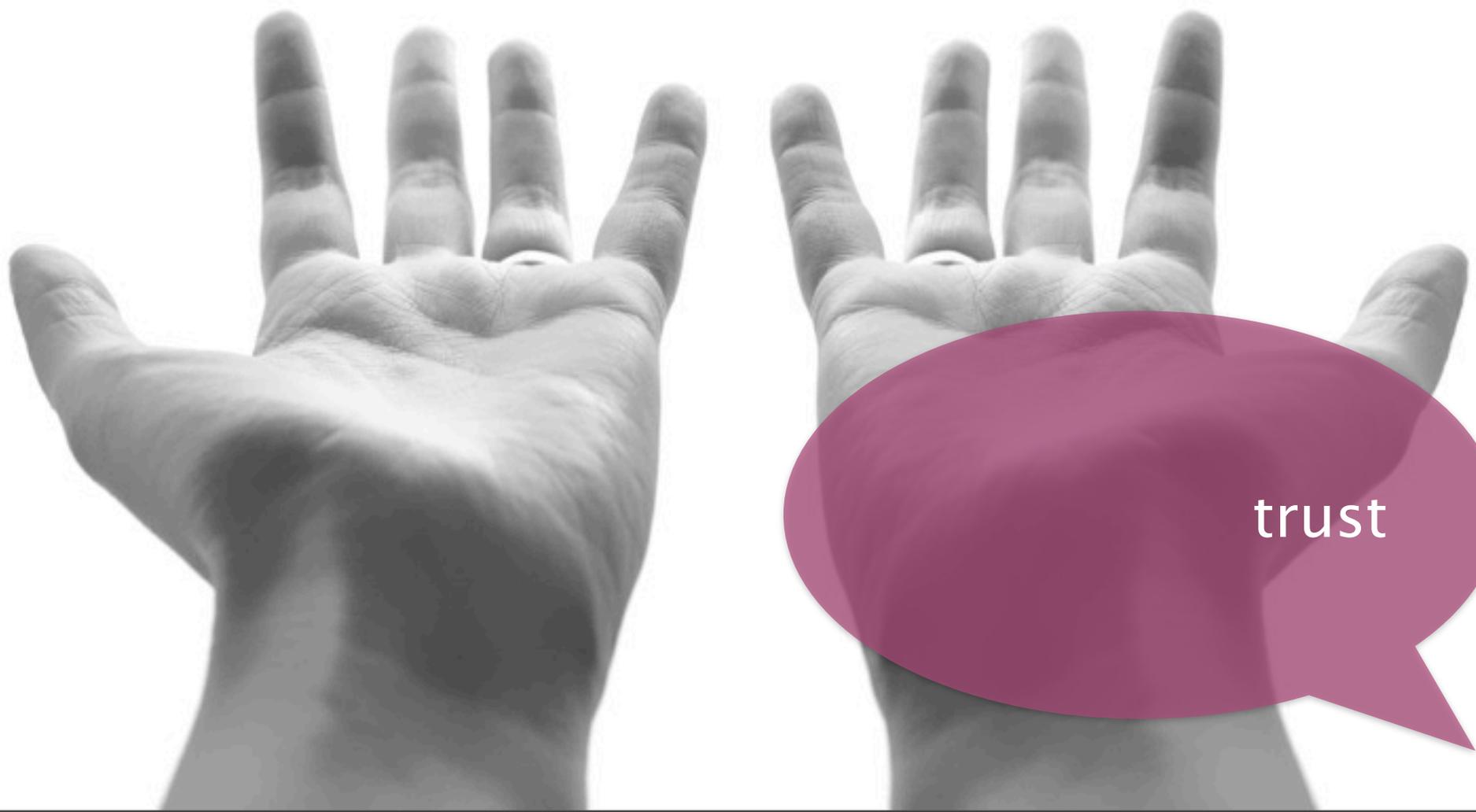
big bonus?



corporate strategic
meetings?



personal challenge



trust



sense of
vocation



freedom & autonomy



personal
achievement

Avant



Après



monitor results

www.maignrir-avec-sans-regime.com



feel responsible



get feedback



self confident



work in team



be connected



i mean
be connected



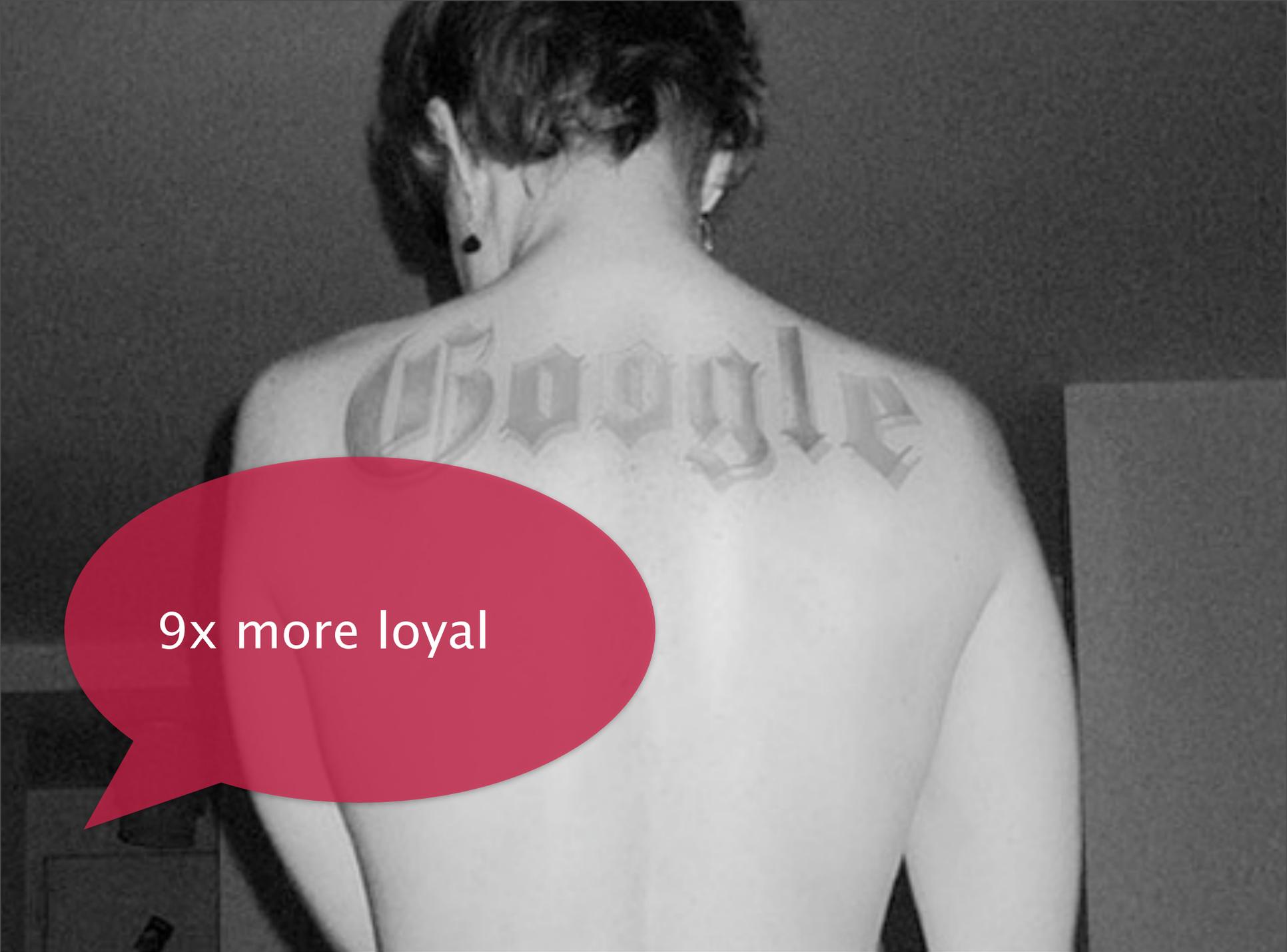
share passion



2x less sick



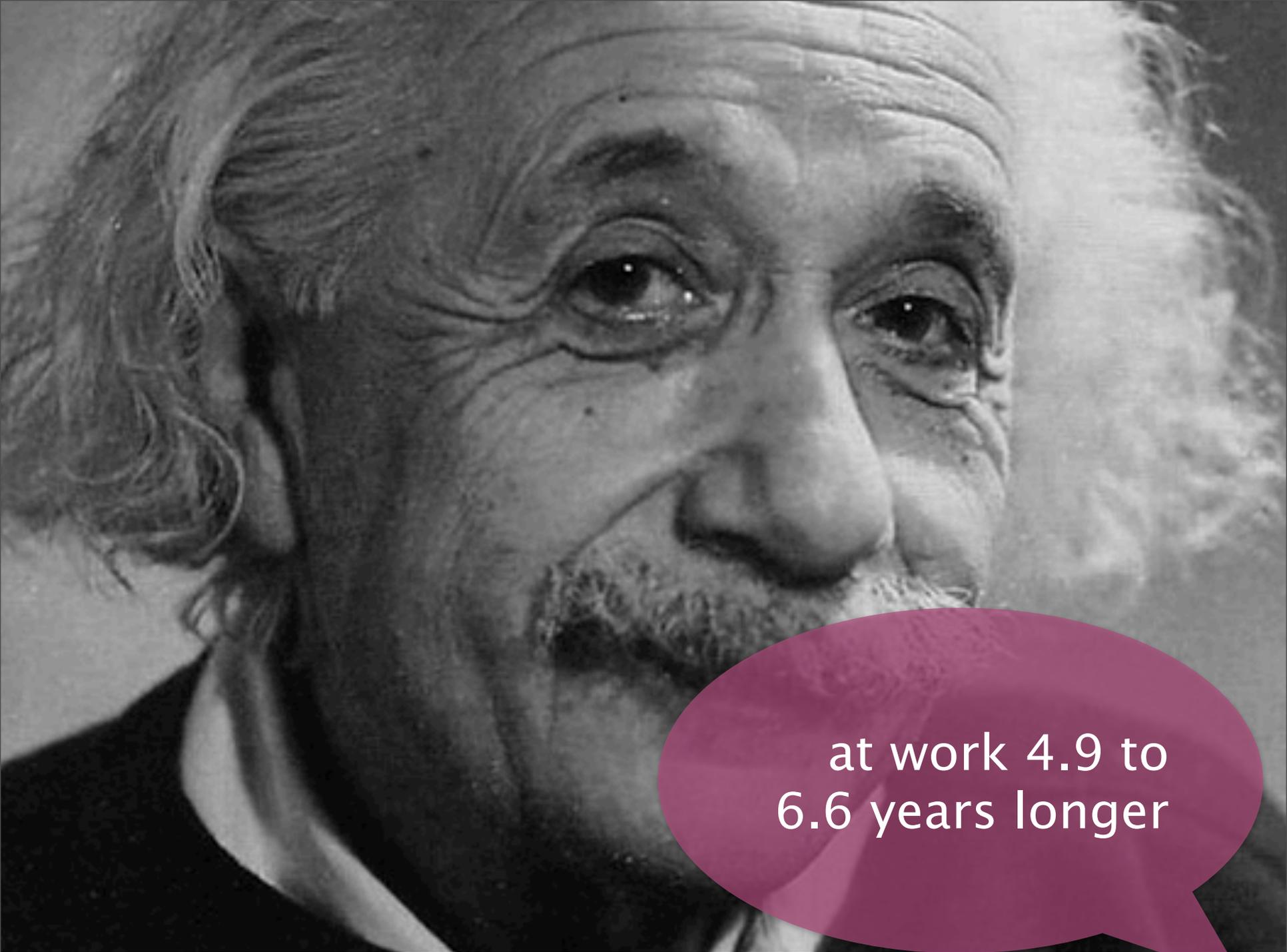
6x less absent



9x more loyal



31% more
productive



at work 4.9 to
6.6 years longer



350.000.000.000
\$

Happy



Don't work, have fun!



happy workers



happy customers



happy shareholders



happy organisation



happy organisation



happy organisation





fix the basics



**human
patrimonium &
key
performance
indicators**

DON'T MANAGE.
LOVE

Freedom + Responsibility
=
Performance + Happiness -

the
happiness
equation



**new way of
working
(nwow)**

oogle

**company
culture**





**build a new
generation of
leaders**



social
media &
2.0



**ban the
rube
goldberg
machine**

THE POWER TO DESTROY A PLANET IS
INSIGNIFICANT NEXT TO THE POWER OF
OUR **LOVE!**

chief
happiness
officer



happiness
at work

profitable
& sustainable



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www.happinessday.be

“If you
want
to be
Happy,
be!”
[Tolstoï]

JOIN THE HAPPYLUNCH[®] 2
June 19, 2013 - Residence Palace, Brussels

With the friendly support of the Chancellery of the Prime Minister

www.happinessday.be



That's all Folks!