DH Menu of Solutions
for Sustainable Culture Change

DELIVERING **happiness**™

Make Happy Work™ Experience

Immerse in the model, science and tools of a culture of happiness. Clear takeaways from the five core Delivering Happiness (DH) elements: values, connectedness, progress, control, and higher purpose. Learn how to build a foundation of meaningful core values and how purpose beyond profits works. Explore the concepts on both a personal and organizational level and experience the key role alignment plays in a successful culture by design.

MAP: Measure, Analyze, and Plan

Measure your company's happiness, **Analyze** insights and map out a culture **Plan**. The Happiness at Work Survey and one-on-one culture interviews are analyzed quantitatively and qualitatively to create a detailed happiness landscape. The workshop brings the data to life, aligns insights, and guides your team to co-create culture initiatives and implementation plans.

Executive Alignment

In this key kick-off session, Senior Leaders come together to align on purpose, goals and key outcomes for the culture journey. Co-create a vision to guide the ideal culture and a Culture Action Plan to realize it. Emerge with an understanding of culture's impact on work, essential tools to navigate successful culture change, the role of the culture team, and Senior Leaders role.

Higher Purpose

Learn how *purpose* is driving business results and work together to identify an organizational higher purpose that motivates on a deep, intrinsic level and becomes the defining force of your ideal culture. Then discover your personal purpose and how to apply the concept of alignment to successfully and sustainably live your best culture.

Values Creation

Co-create a draft of meaningful core values that represent your best, unique culture and can be used to guide a sustainable culture by design. Approach values from the four key angles of personal values, origin stories, current values and strategic values. Understand the role of leaders and the culture team to launching and living values, and plan next steps for a successful launch.

VtoB: *Values to Behaviors*

Supervisors, Department Leads and Culture Leaders come together to bring the values to life through role-specific behaviors for each value. This is where the rubber meets the road as concepts become behaviors and evolve into culture. Explore internal and external paths to live each value, capture shining examples of values in action, discuss measurement, cascade behaviors into roles, rewards, embed into HR processes, and next steps.

Happy Science

What is the fuel that powers successful, happy cultures? Science! Explore the engine behind the DH model with a deep dive into the learnings of positive psychology while experiencing the five DH Happiness Habits: gratitude, altruism, optimism, mindfulness, and flow. Understand how these habits impact business metrics from engagement to productivity, and emerge with clear actions to implement them.

Happy ME

Drive engagement and ownership by building knowledge, skills and attitudes to master well-being at work where it all begins, on the individual level. Use the science of happiness and experiential learning to develop flexible thinking skills for inspired leadership, strengthen individual resources and connect deeply to each individual's power to create a culture that supports individual long term happiness and collective business success.

Happy WE

Experience the impact of teamwork and enhance your team's ability to build happiness and contribute to business success. Understand the power of mindsets, recognize positive conflict that leads to innovation, and build creative problem-solving skills through team dynamics. End with a start-stop-stay collaborative action plan for sustaining and growing positive team dynamics.

Happy Communications

Communication is at the heart of any strong culture. Transform communication and effectiveness using the science of happiness and your organizational core values through individual and team experiences. Explore personal inner conversations, map communication strengths and challenges within teams, and design communication outwardly with your community.

To find our more, contact us at *culture@deliveringhappiness.com*