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HR EXECUTIVE AND TALENT MANAGEMENT EXPERT

"I am very thankful to all for such a great day. I truly enjoyed the presence of the participants and it was a lot of fun personally connecting with them. I hope to see them in Pakistan again in the future in more of such high quality workshops by Knowledge Now.

I hope this document will prove to be very beneficial in knowledge enhancement of the Masterclass participants and will serve the purpose to take the conversation around Happiness, Happy High Performance Employees and Individual Happiness at work to the next level."



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MASTERCLASS TALENT MANAGEMENT & LEADERSHIP

MAY 17TH, 2016 MOVENPICK, KARACHI





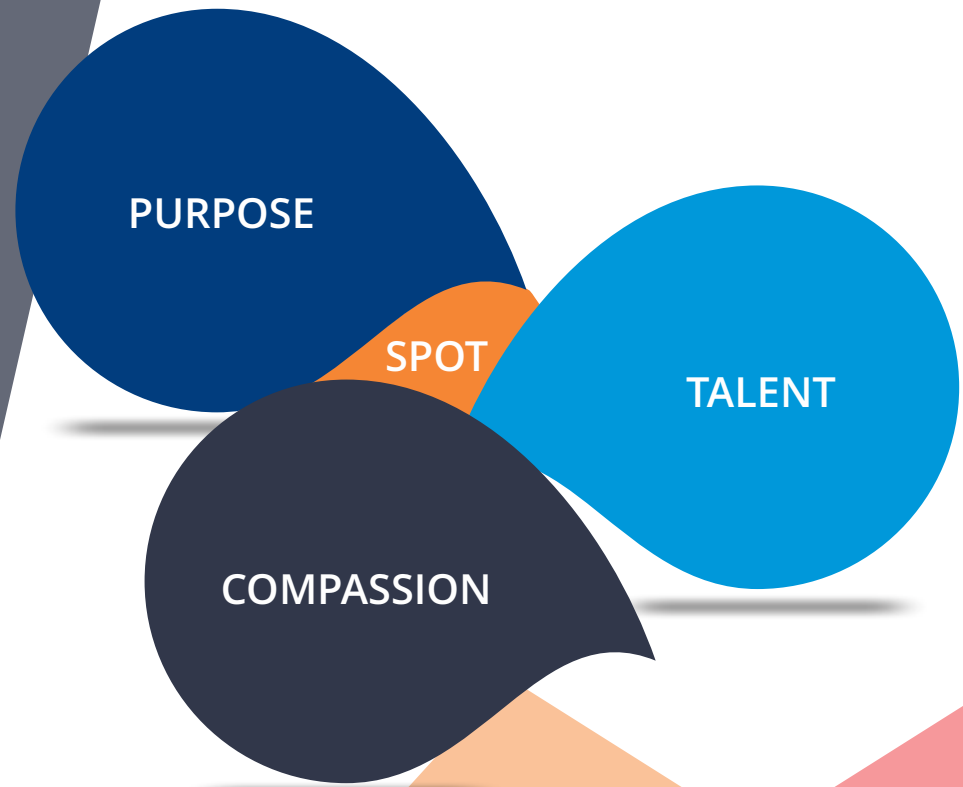
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It's highly relevant to take a strategic and organizational perspective and discuss on how we can create a really competitive advantage based on what we already know about happiness and well being for individuals, in organizations and in our society.

Based on relevant research, cases and background from all authors on this subject, a focus on happiness (or well-being) will make your organization perform better and probably more effective. Some professionals still debate this, but we are past the point where you can label that thinking as the flavor of the month. It's real and it works.

The perspective discussed in this Masterclass is 'The Happiness Sweet Spot Framework'. From a strategic and organizational perspective this framework aims at creating a real competitive advantage. By focusing your efforts – and strategy – on cultivating an organizational culture of compassion, a strong heartfelt purpose (or 'WHY') and a leadership practice that is focused on Talent Management, the edge can be achieved.



■ Finding your organization's 'Happiness Sweet Spot', is a way to a strong competitive advantage, a thriving organization and sustainable success. This is a “Pixie-version” of the elements and approach in 'The Happiness Sweet Spot Framework'. Compassion in 'The Happiness Sweet Spot Model' is defined as: **PURPOSE, SPOT, TALENT, COMPASSION**

■ Having an organizational culture where an interest in understanding the difficulties of other people and a burning desire to do something about it would make a huge difference for most organizations. This is not difficult. It's a conscious choice – and a strategic direction – to start working with compassion on all levels of the organization. This can be a brave and bold decision in some industries and organizations and it works wonders.

→ **PURPOSE:** is your organizations 'WHY': A heartfelt purpose that is bigger than profit!

If you don't have that, you should go and find it. If not, you will drain your talent and have a hard time attracting industry top talent to your organization. As Simon Sinik, said in 'How Great Leaders Inspires Action': “You want to work for an organization that you can resonate with. As leaders we need people in our organization that can relate and resonate with our organizational WHY. So they wish to and can put their strengths and talents in play. That creates results and high performance and a better life for the individuals.”

If your organization's 'WHY' is invented or constructed at a two day seminar for the top management, because finding your 'WHY' is the new black, there is a good chance that the hearts of your employees are singing "nice try, but Not Invented Here...". So, as a part of 'The Happiness Sweet Spot Framework', place your effort in finding your organization's 'WHY' i.e. your purpose.

And if you already are cultivating a culture of Compassion and add focus on Talent Leadership, you are already in a sweet spot that will turn out to be your competitive advantage. Talent Leadership and Talent Management is a huge subject, which is very often over engineered, the short of it could be: we need Real Talent Dialogues to unveil and discover peoples talents, strengths and potential.

So the individuals in the organization can play on their talents and strengths which are matched with the current situation in the organization. This is a respectful and effect-full approach for both the individual and the organization. It is not an easy task to make real Talent Management operational, but if you develop a structured process and facilitate your Talent Dialogues with a professional assessment tool, an operational competence model and relevant training and development activities, there are good chances that you will succeed in the area.





Innocent or Excellent?

Before you initiate your strategy in the three areas of 'The Happiness Sweet Spot framework', it is recommended to do a little exercise and self evaluation. How and what are you doing today in each of the areas? What is your ambition? And how realistic is that looking at your current state?

For each of the three areas a fast self-assessment is developed, based on the “Innocence to Excellence” framework. The results of this assessment are a good point of departure for a strategic discussion on finding your organizational 'Happiness Sweet Spot'. A priority approach and strategic focus on Purpose, Talent and Compassion leads to a definite competitive advantage for your organization, better lives for your employees and sustainable results. What's there not to like about this framework?





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