



happier@work Leading Light Seminars

“What does it REALLY mean to be happier at work?”

Nic Marks

Founding Director, Happiness Works

Tuesday 16 April 2013

4 – 6 pm

On Tuesday 16 April, the KHP happier@work programme will host the first of a series of **‘leading light’** seminars – two-hour conversations with international leaders in the field of well-being at work.

Each seminar will introduce staff to critical thinkers who are developing innovative approaches to happiness at work and will provide a forum for discussion of the key themes identified through the KHP happier@work pilot programme.

The first leading light on 16 April is Nic Marks, founding director of Happiness Works.

At a time of great uncertainty and economic turbulence, the value of happiness in the workplace is a crucial but challenging consideration for many of us working in the NHS. Nic will provide an entertaining and thought-provoking opportunity to spend two hours in great company, thinking more deeply about what it really means to be happier@work.

**Wolfson Lecture Theatre
Institute of Psychiatry
King’s College London
De Crespigny Park
London SE5 8AF**



NB THERE IS NO NEED TO PRE-BOOK FOR THIS EVENT

For further info contact Sherry Clark (after 2 April) (07814 878415) or Tony Coggins (07967 632976)

 KING'S HEALTH PARTNERS

happier@work is a KHP Staff Well-Being initiative

Nic Marks

Top 10 Original Thinkers (Director Magazine) 7 Most Powerful Ideas 2011 (Forbes Magazine)

In 2001 Nic Marks founded the Centre for Well-being at the new economics foundation (nef) and went on to produce groundbreaking work including the National Accounts of Well-being (2009), the Five Ways to Well-being (2009) and the Happy Planet Index (2006, 2009, 2012).

In 2011, he authored the TEDbook '*A Happiness Manifesto*', following on from the success of his prestigious 2010 TEDGlobal Conference talk at Oxford University.

Currently, Nic is a board member at *Action for Happiness*, a nef fellow, and the Founding Director of *Happiness Works* – an exciting venture focused on designing and building tools to facilitate happier workplaces.

He also works closely with *Delivering Happiness* – a US social business set up by Tony Hsieh (who took Zappos.com from almost no sales to over \$1 billion based on the founding principle of happy employees).

The Wall Street Journal recently covered Nic's Happiness at Work survey, and Nic has written for the Dec 2012 edition of Wired. Accolades include Director Magazine *Top 10 Original Thinker* and Forbes *7 Most Powerful Ideas 2011*.

Why **happier@work**?

There is compelling body of international evidence that links our happiness with longer lives, better mental and physical health, stronger relationships and a range of other psychological, social and economic benefits. While it is slowly finding its way into public policy, another growing body of evidence is showing that people who experience more positive emotions at work demonstrate better performance, less absenteeism and more positive relationships with colleagues.

In the US, Professor Barbara Frederickson's research into high-performing business teams has gained international attention because of the powerful links it has discovered between high levels of positive emotions and more creative problem-solving, improved performance, better team communication and greater resilience in times of adversity.

In addition, research is showing that people who are more satisfied with work are more likely to help others – and their organisation – outside their regular job roles.

Workplace well-being:

THE BAD NEWS...

Work-related stress, anxiety and depression are the most frequent cause of days off work - 9.8 million days lost in UK in 2009/10 (Health and Safety Executive, 2010)

- UK businesses lose £1035 a year for every person they employ as a result of mental health problems (NICE, 2009)
- Mental health problems cost UK businesses £28.3 billion per year (NICE, 2009)

...AND THE GOOD NEWS

There's a lot we can do. According to the Department of Health (2011):

- Early detection and treatment of depression at work saves £5 for each £1 spent
- Mental health promotion at work saves £10 for each £1 spent after 1 year

KHP's **happier@work** programme has taken this evidence as a starting point to design innovative and cost-effective solutions to improving well-being at work.