

Happiness at Work: By Design

Creating a culture where staff thrive

Investing in “Happiness at Work” is not just an investment in employee well-being—it’s a **strategic approach** that can deliver substantial returns by focusing on culture. It is a practical approach with a full toolkit that enables leaders to move from theory to reality in leveraging the strategic advantages of this robust organisational research.

7 Drivers

Rather than targeting surface level and tokenistic measures, it delivers on the deeper drivers of job satisfaction, engagement, and long-term productivity. By adopting this evidence-based approach, you can elevate staff well-being to a new level, ensuring sustainable improvements that go beyond temporary morale boosts, resulting in a more vibrant, resilient, and high-performing school community.

- **Rigorous:** Learn about the research and why actions based on the 7 drivers will deliver a multitude of benefits to your school.
- **Staff interviews and assessments:** Instead of the annual survey, use the 7 drivers to gain insights and knowledge that will be truly useful in creating a better experience of work for all.
- **Baseline:** Use the 7 drivers to make judgements about the current position and set a baseline that paves the way for practical change.
- **3-year strategic plan:** Support for senior leaders in creating a plan to deliver on incremental change.
- **Leadership programme:** Train colleagues on key research and provide them with knowledge, tools and skills to drive forward developments and influence school culture positively.
- **Empowerment:** Use activities to enable everyone to reflect on how they contribute to each other’s happiness at work and set targets to benefit the team.
- **Profiles:** Enable everyone to create their own individual HAW profile.



“The Crane Happiness at Work framework is a fantastic, evidence-informed tool that can be used in multiple ways to shift well-being and happiness at work levels.

Let me help you take a strategic approach that will deliver on the changes you seek.

Empower everyone to be part of the solution.”

Vicky Crane



Set out strategic plans for development.

Enable everyone to be active agents for change.

Assess and target the 7 key drivers.

Organisational Benefits:

Increased productivity;
Higher outcomes and results;
Improved workplace behaviours;
Lower levels of absenteeism;
Reductions in staff turnover;
Reduced instances of burnout;
Greater stakeholder satisfaction;
Higher levels of overall effectiveness.

STRATEGIC APPROACH

In school options:

Full day £695+VAT

Packages of multiple days available.

Work with me to design a bespoke package of support for your school.