


GALLUP



أفضل الممارسات في
دراسات التناغم والسعادة الوظيفية

Best Practices
In Improving Engagement and
Well-being

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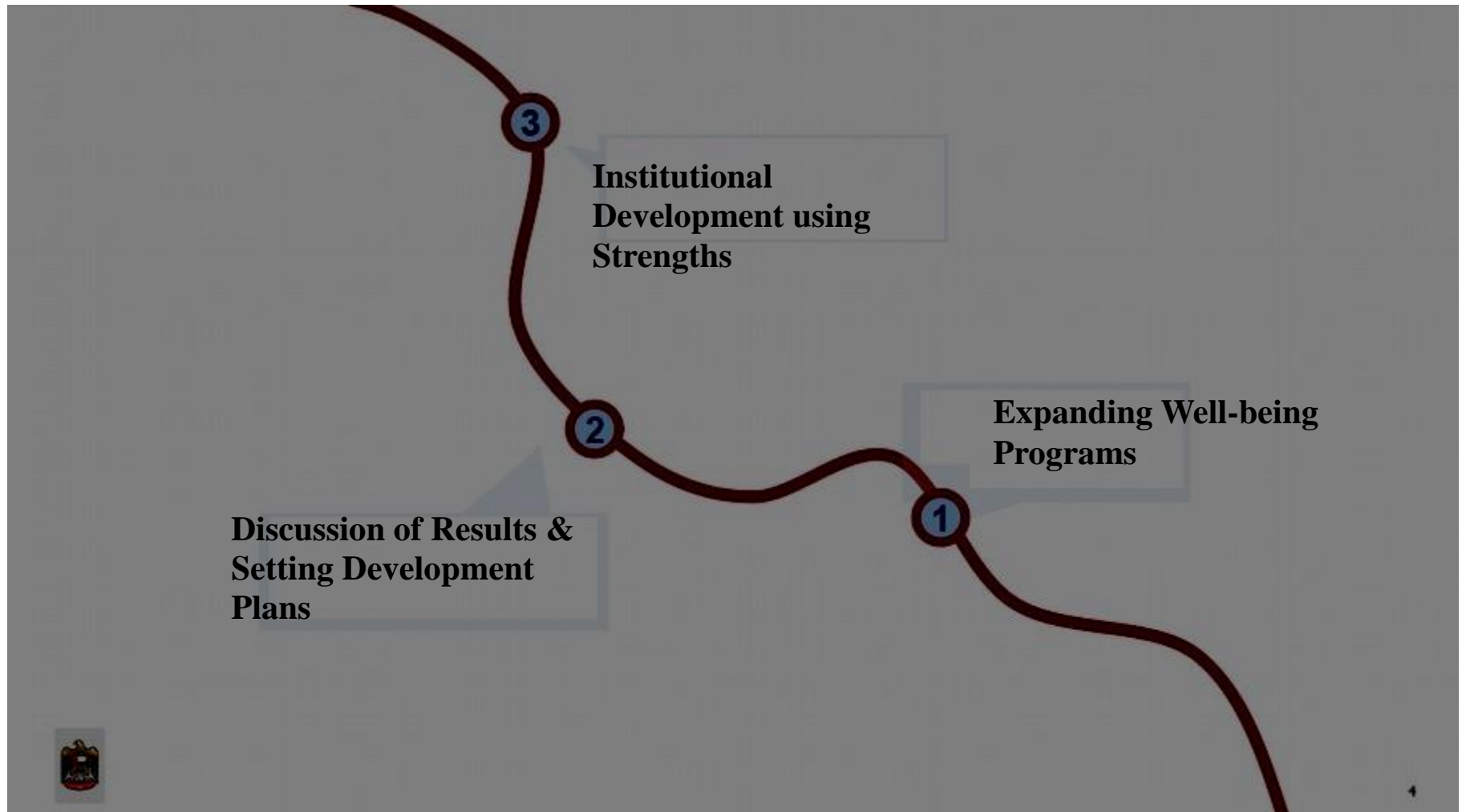
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Day's Journey



What makes a life well-lived?

World opinion polls



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The Five Essential Elements of Well-being

Objective

It means you like what you are doing every day, and feel encouraged to achieve your goal

Community

Build positive and supportive relationships with others

Physical Health

Maintain good health and energy to perform your daily business properly



Society

Love your life, feel secured, and be proud of the society you belong to

Financial Status

Manage your financial affairs to get rid of tension

Source: Tom Rath and Jim Harter, best-selling writers with articles in New York Times

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Happy employees who enjoy the five essential elements of Well-being



Less likely to make a claim in insurance by 65%



Less likely to seek other job by 81%



Reduced sick leave by 41%

Source: Tom Rath and Jim Harter, best-selling writers with articles in New York Times

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Expanding the range of Well-being Programs

Society



- * Launch effective CSR programs, linked to personal mission
- * Recognize employees involved in these programs

Community



- * Create opportunities for strong relations between individual in the organization
- * Encourage good relations through launching family cohesion programs

Financial Status



- * Launch program / office for financial awareness & personal finance to educate employees on managing their finance
- * Franchise programs

Physical Health



- * Invest in prevention
- * Promote a healthy life-style through nutrition & exercises
- * Create an elite group of employees who are interested in this area

Objective



- * Workshops to link individual values with overall organizational values
- * Activate organizational values in practice, e.g. employment, training, transactions, etc
- * Promote workplace harmony

Source: Tom Rath and Jim Harter, best-selling writers with articles in New York Times

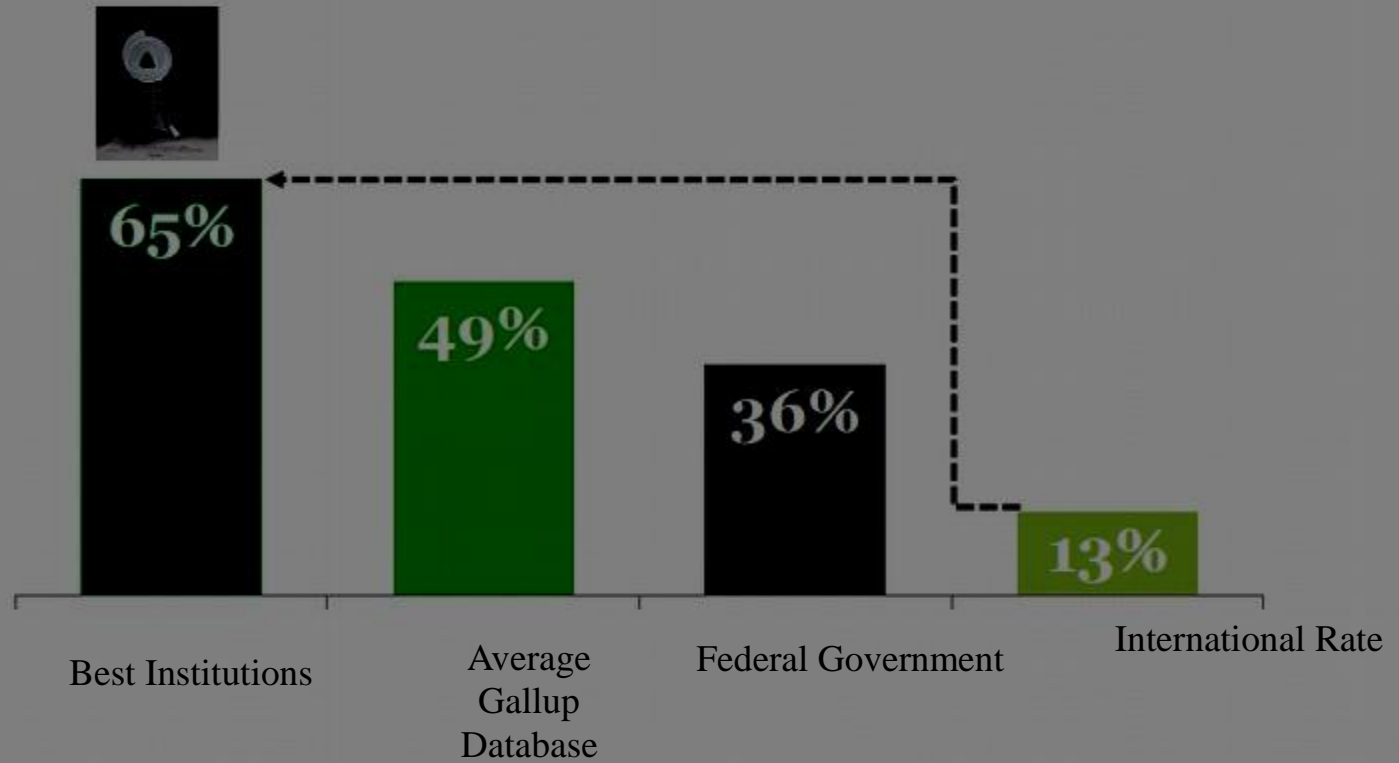
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Workplace Harmony

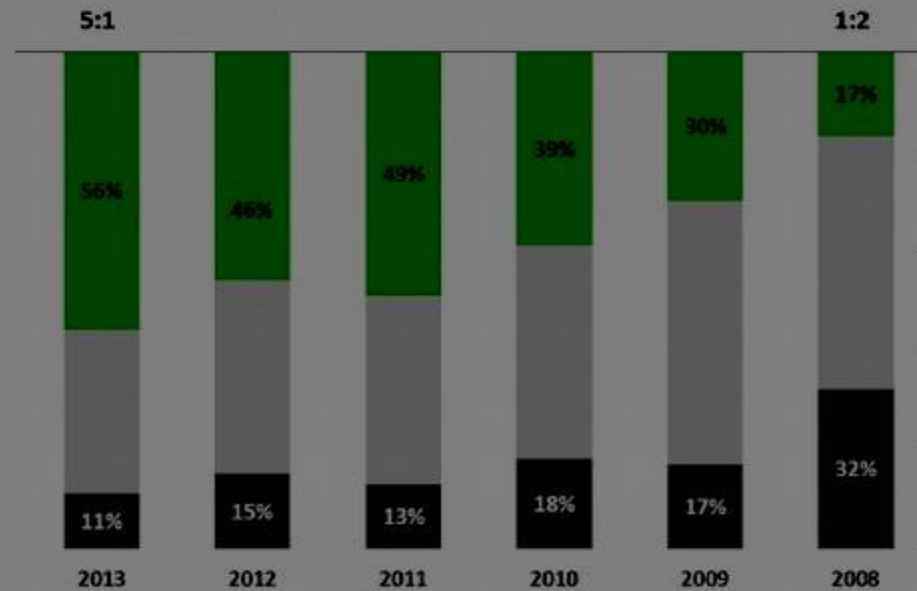
Workplace harmony is achieved when employees are emotionally attachment to their jobs, which enhances performance and positive experiences at work.



Workplace harmony can be increased



Example of a local institution after applying best practices



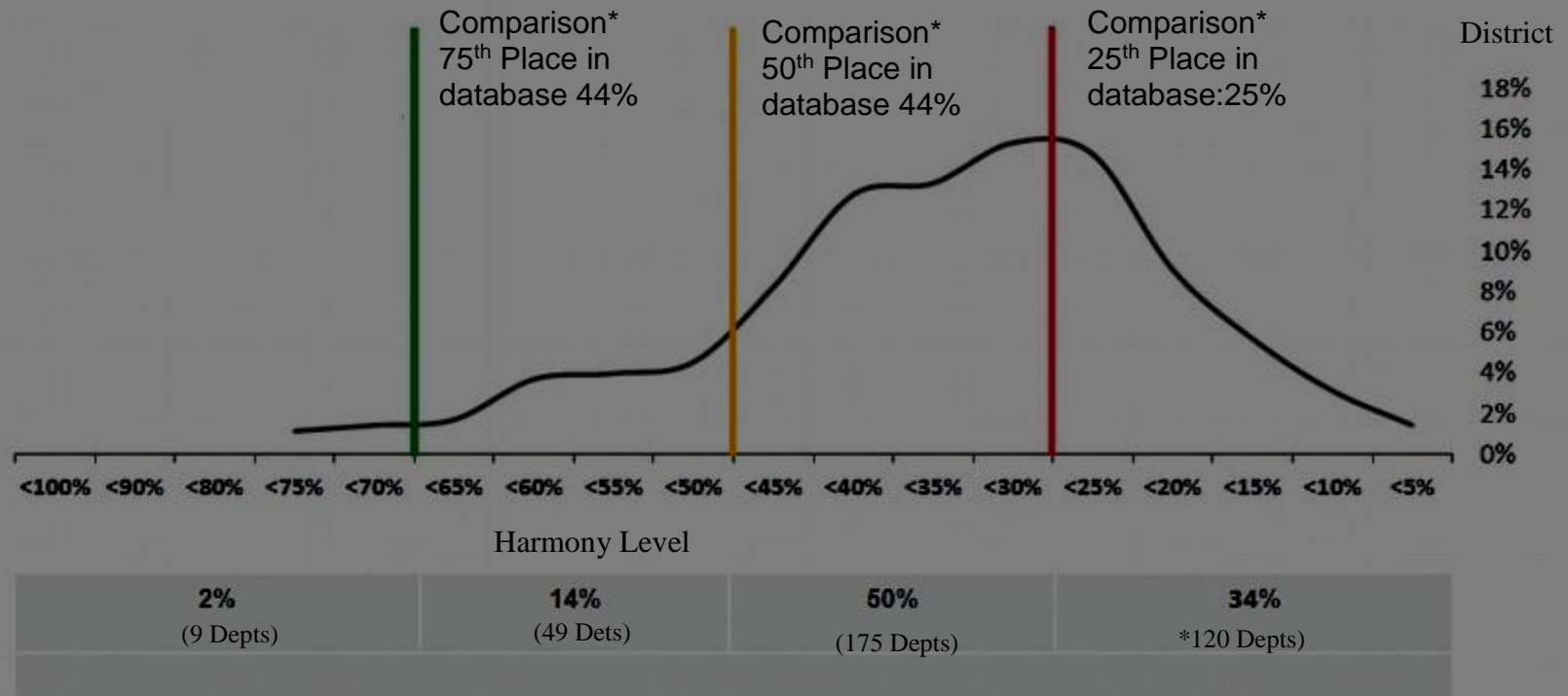
Harmonious



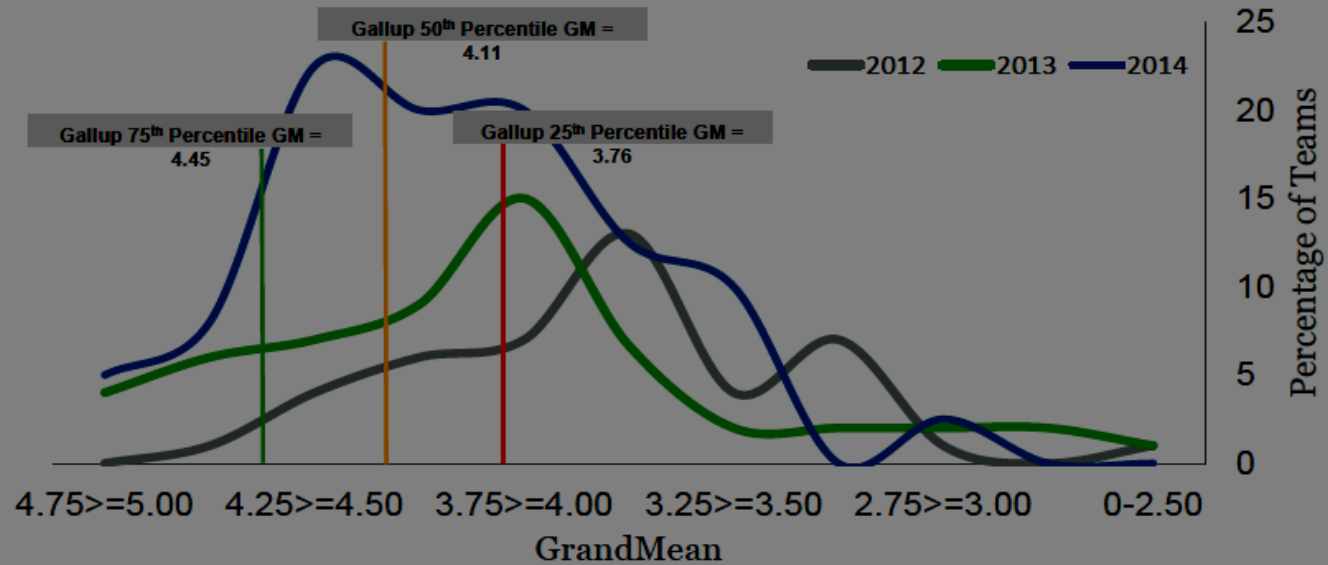
Totally Inharmonious



There is significant variation in workplace harmony among different departments



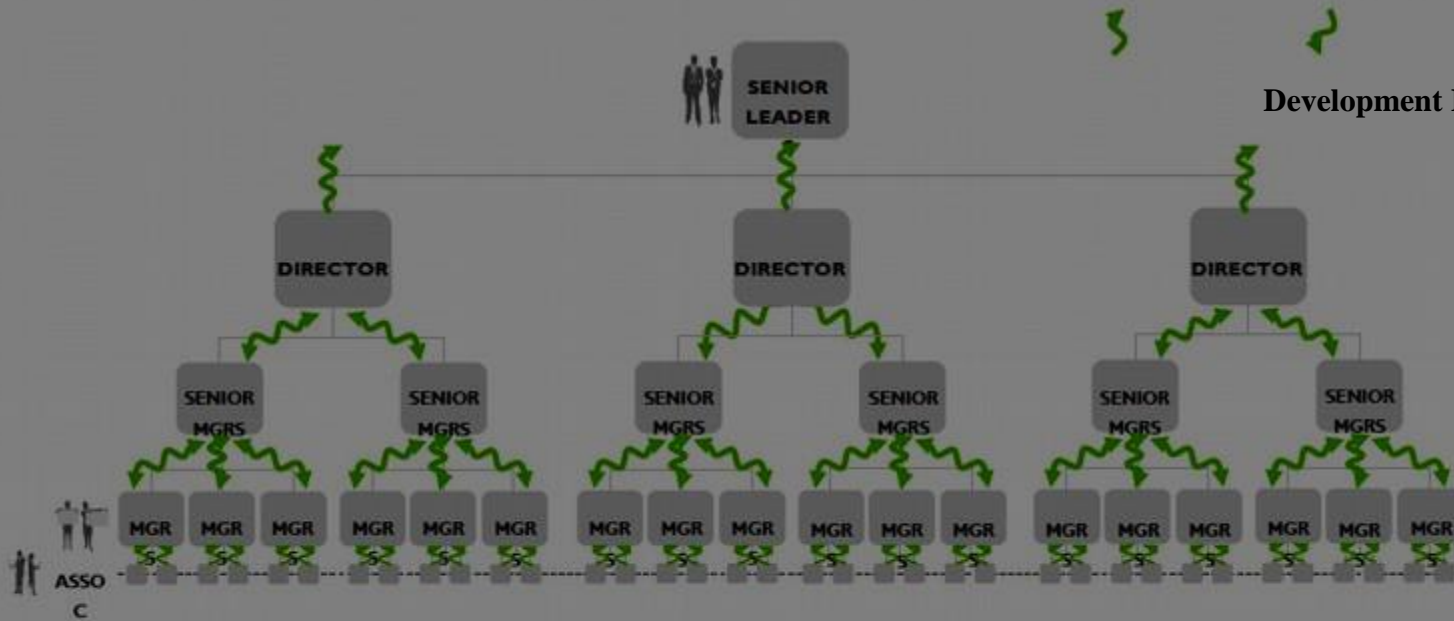
Example of a local institution after applying best practices



Discussing Results & Setting Development Plans

Development Plan with supervisor

Development Plan with team

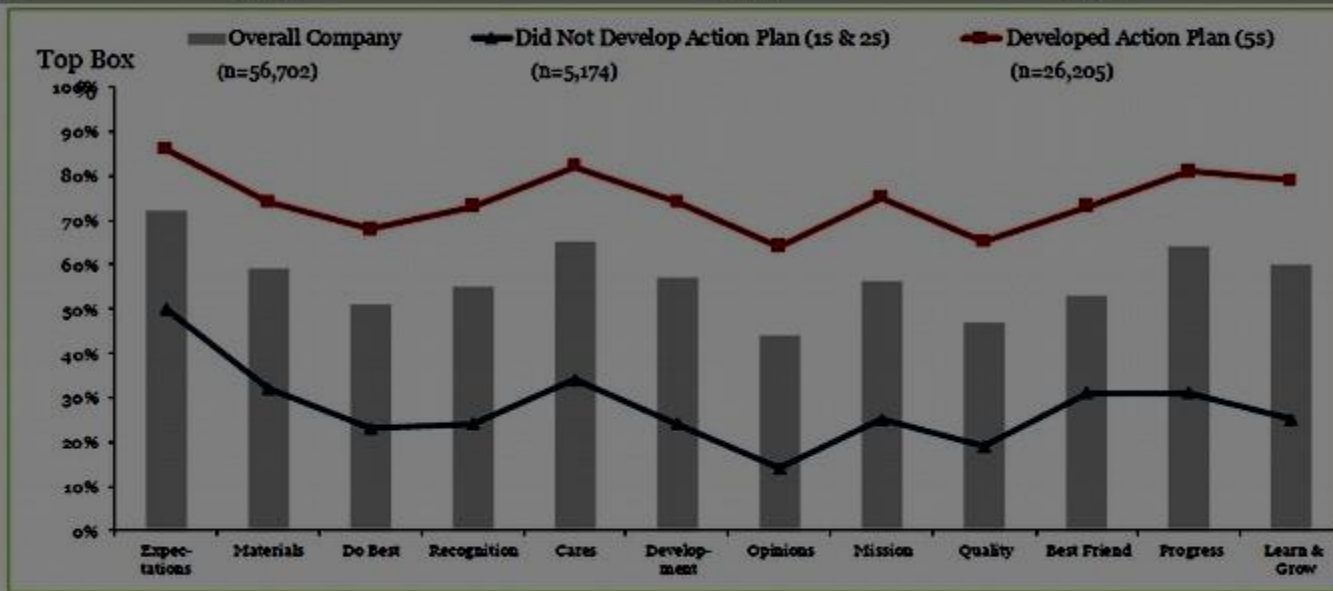


Discussing Results & Setting Development Plans



Groups that set development plans achieve higher results of harmony

Grand Mean: 76th 4.25 13th 3.33 93rd 4.62





Leaders

- * Identify strategic direction, provide support and overcome obstacles
- * Promote harmony within the institutional culture



Supervisors

- * Create a working environment that encourages harmony through teamwork spirit
- * Create relationship between employees & the organization
- * Participate in development plans



Harmony Ambassadors

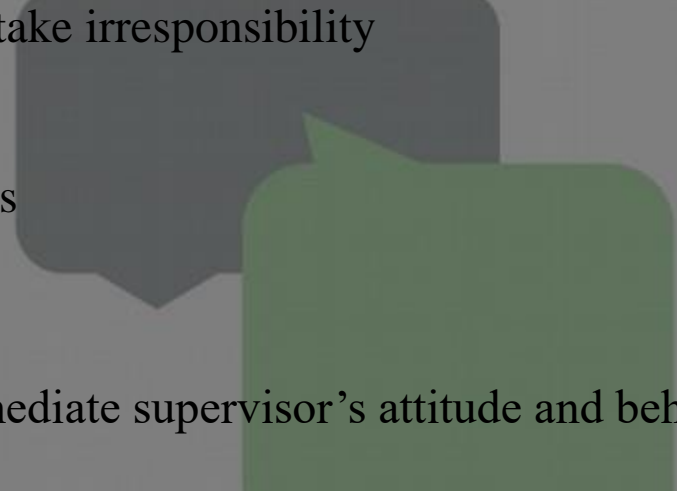
- * Support leaders and supervisors in interpreting and implementing the outcome.
- * Participate in implementing development plans through discussions & supporting work teams
- * Answer frequently asked questions



Employees

- * Positively participate in discussions, setting and implementation of development plans
- * Support harmonization of teams

From our experience, some of the challenges that may face development plans

1. The leadership does not provide full support or take irresponsibility
Towards development of effective solutions
 2. Teams focus on figures rather than real problems
 3. Teams focus on problems beyond their control
 4. The success of this practice depends on the immediate supervisor's attitude and behavior towards the results and discussions
- 

Interactive Item

Remember the best manager you met in your professional life

What are his qualities?

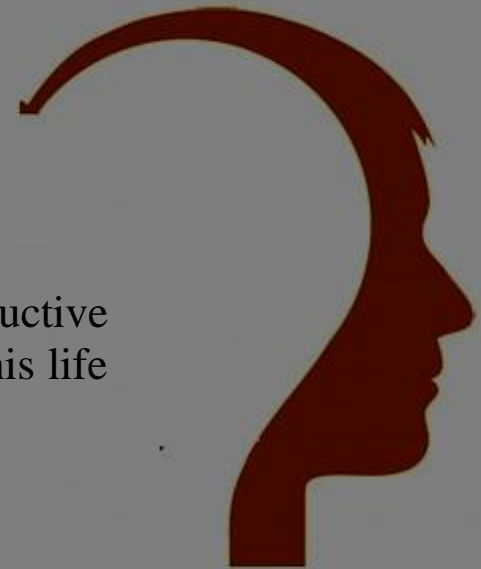


Institutional Development using Strengths

You can achieve the highest performance in the areas of your **natural talents** which are unique and consistent in all stages of life.

Your greatest potential for growth lies in your **strengths**

When the employee focuses on his strengths, he becomes more productive by **7.8%**, more to be harmonious by six times, more likely to say his life is wonderful, and the team more productive by **12.5%**



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Why is it important to create a culture based on strengths?



Speed

Employees who focus on their strengths learn their tasks faster and adjust to change more quickly.



Productivity & Quality

Employees who perform tasks commensurate with their natural skills produce much more and produce better quality



Happiness

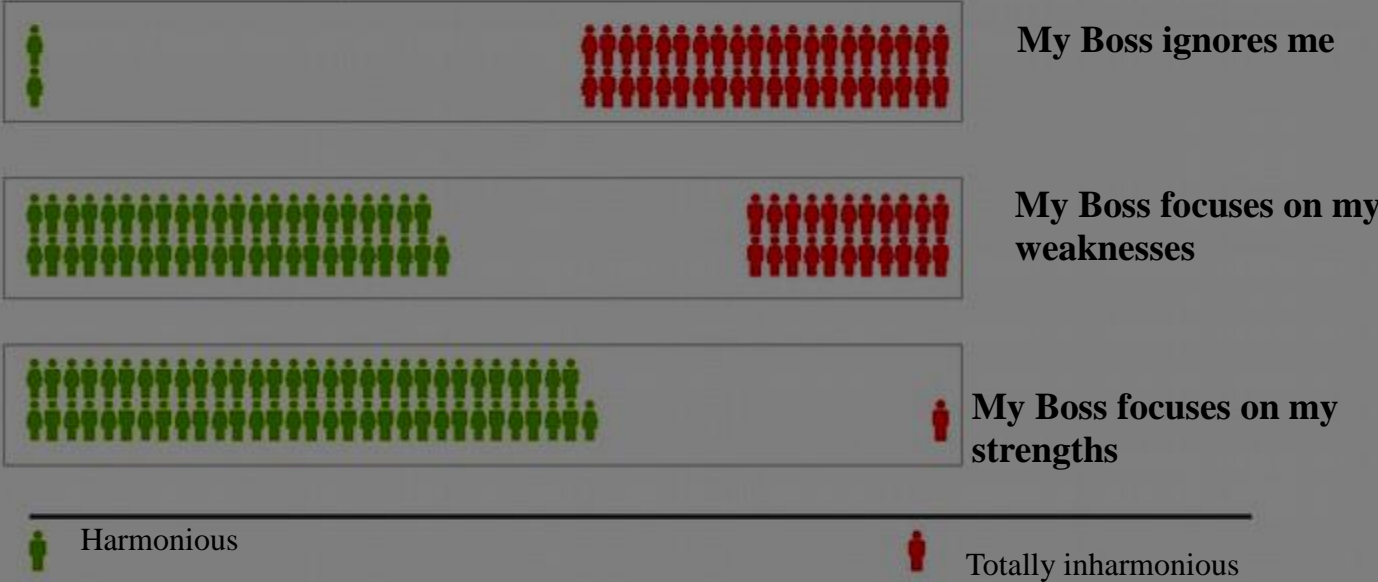
Employees who take assignments that suit their strengths love their work, are less absent, and build strong relationships with others





Harmony

Employees who relying on their strengths are mostly more connected to their workplace and more harmonious with their team members, managers and institutions

What is the importance of individual development through strengths?



 Harmonious

 Totally inharmonious

Source: Gallup Q12 workplace poll from April 2004 (n=1,003)

Day's Journey



Q&A