



# Canon

 theHappyLab

Vicky Grigoriadou | Co-Founder

## Inspiration Days

June 2024



# *theHappyLab* | *what we do*

- We are a niche consulting firm
- Our purpose is to create **thriving workplaces**
- We achieve that through **boosting** people's **well-being, engagement & performance**
- Our basis is **modern applied psychology & organizational psychology**
- We “touch” people's **mindset and habits**, teams' interactions, leaders' ways of leading, and organizations' practices



## **Team Trust**

How much care, transparency, and dependability exist within teams?



## **Leadership Energy**

How does a Leader's interaction with a team member affect their energy level?



## **Personal Well-being**

How much satisfaction and positive feelings do people experience?



## **Positive Culture**

How are policies, practices, and tools supporting an engaging workplace and climate?

# *theHappyLab* | *who we are*

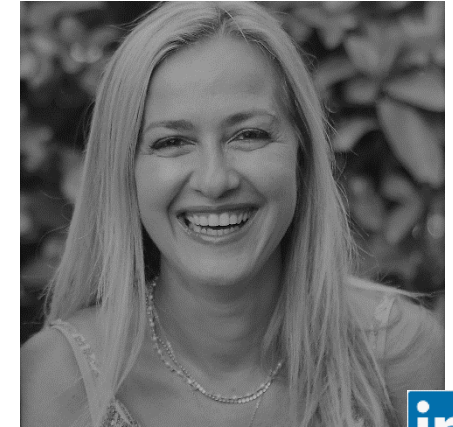


**Alexandra Lekkou**  
Co-Founder | Product Management

Building on their passion for people and long corporate careers, Alexandra and Vicky bring a practical and experiential approach to well-being at the workplace and positive culture to a diverse range of audiences.

Alexandra and Vicky are both:

- Social scientists
- Certified Positive Psychology Practitioners
- Trained Facilitators
- Members of the International Positive Psychology Association
- Affiliate members of the Association of Facilitators
- Volunteers for Action for Happiness



**Vicky Grigoriadou**  
Co-Founder | Client Engagement




**Charis Perdikari**  
Advisor | Learner Experience

Charis is a charismatic facilitator & trainer. For over 20 years, she has designed a wide breadth of people development projects and delivered highly rated learning experiences in Greece, Cyprus, the Balkans, Italy, UK and Africa.

Valia is a Licensed Psychologist and Certified Cognitive-Behavioral Psychotherapist with a specialty in Neuropsychology and holds a PhD in the area of Cognitive Functions & Emotional Intelligence in Leadership.



**Valia Karatosidi**  
Advisor | Science

A large, irregular red brushstroke graphic that serves as a background for the title text.

*The “Why” of  
happiness &  
wellbeing  
at the workplace*

- Looking at the facts...

# *Happiness' impact on life outcomes*

Research (more than 225 studies) demonstrates that well-being is not only valuable because **it feels good**, but also because it has beneficial **real-world consequences**. Individuals with higher levels of happiness:<sup>1,2</sup>

Perform better at work	Are better Leaders	Have more satisfying relationships	Have more friends and social support	Have more fulfilling marriages
Are more cooperative	Are more helpful and philanthropic	Have stronger immune systems	Have better physical health	Live longer
Have reduced cardiovascular mortality	Have fewer sleep problems	Have lower levels of burnout	Have greater self-control	Show more resilience to stress

There is evidence of a **causal** relationship between happiness and success<sup>1</sup>

<sup>1</sup> "The benefits of frequent positive affect: does happiness lead to success?", Lyubomirsky, Sonja; King, Laura; Diener, Ed, 2005

<sup>2</sup> University of Pennsylvania Positive Psychology Center

# *Well-being's impact @ the workplace*



**Top 100 'happiest' companies outperform S&P 500 and Dow Jones by 20% since 2021** | Wellbeing Research Centre at the University of Oxford and Harvard University



Organizations supporting employee health & wellbeing are **3.5 times more creative and innovative** | World Economic Forum



A decade of psychology research proves that happiness raises nearly every business and educational outcome, for example: **raising sales by +37%, productivity by +31%, accuracy on tasks by +19%** | "The Happiness Advantage", Shawn Achor



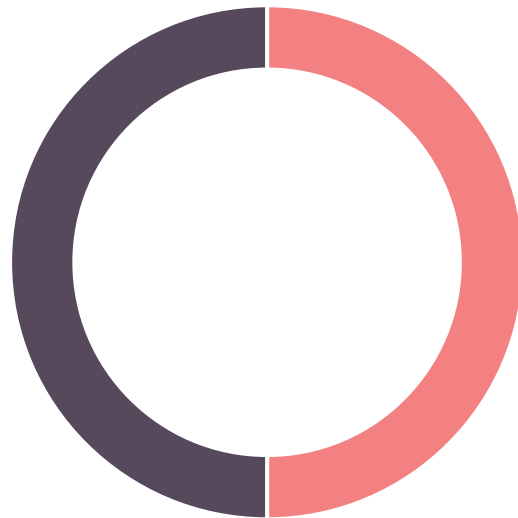
**71%** of organizations believe they should double-up on their employee **wellbeing investment** | HR News, UK

# Positive culture | 2 key drivers of success

Study<sup>1</sup> of 40 financial services business units

**Positive practices** (care, support, forgiveness, inspiration, meaning, integrity) were significantly associated with **financial performance** (6 KPIs), **work climate**, **turnover**, and senior executive evaluations of **performance**

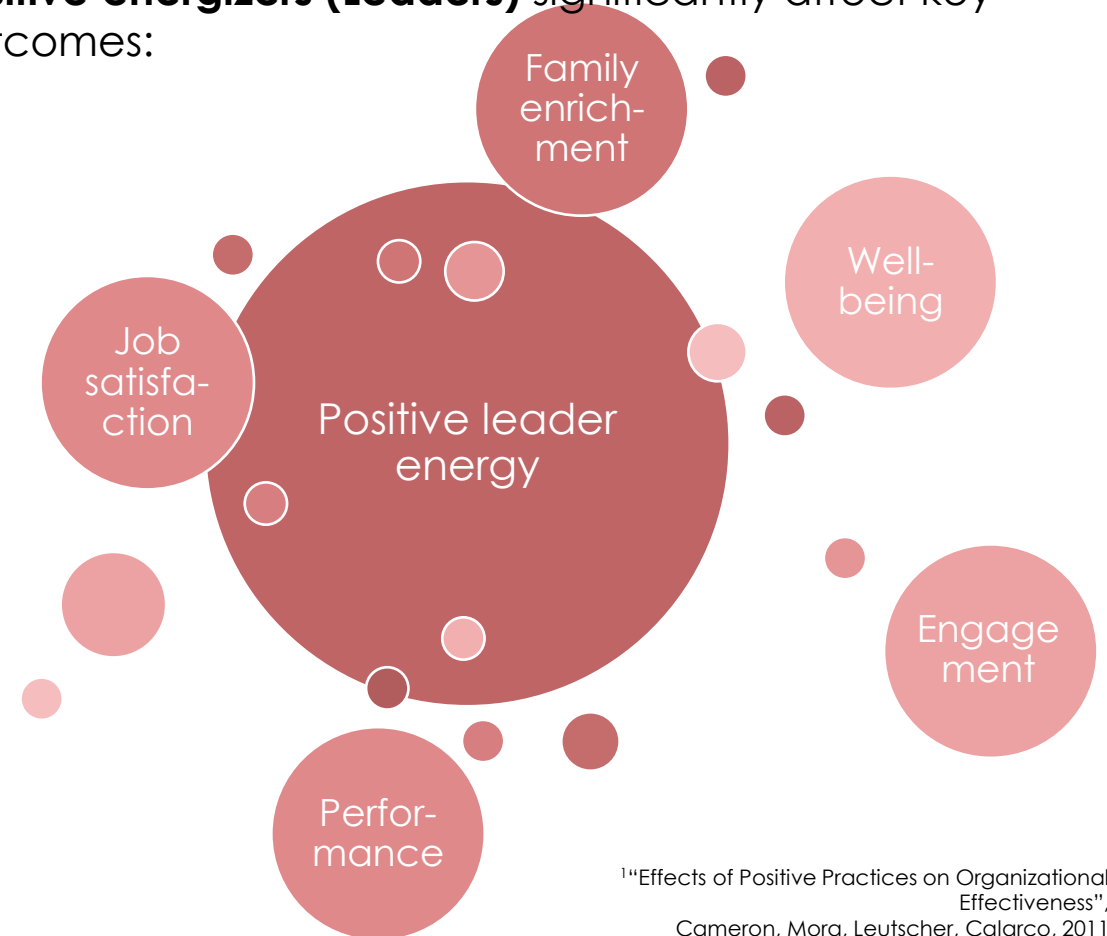
Financial performance



■ Positive practices ■ Other factors

Study<sup>2</sup> of 90 organizations' Leaders

**Positive energizers (Leaders)** significantly affect key outcomes:



<sup>1</sup>"Effects of Positive Practices on Organizational Effectiveness", Cameron, Mora, Leutscher, Calarco, 2011

<sup>2</sup>"Relational energy at work" Owens, Baker, & Cameron, 2016

# *Corporate Philosophy* | **Canon**

The foundation of a Positive Culture lies in an organization's Corporate Philosophy

- Who do we aspire to be?
- What positive change do we want to bring in the world?
- How do we approach our stakeholders?
- And more specifically, how do we foster a healthy workplace, the wellbeing of our people, their families, and the communities where we operate?

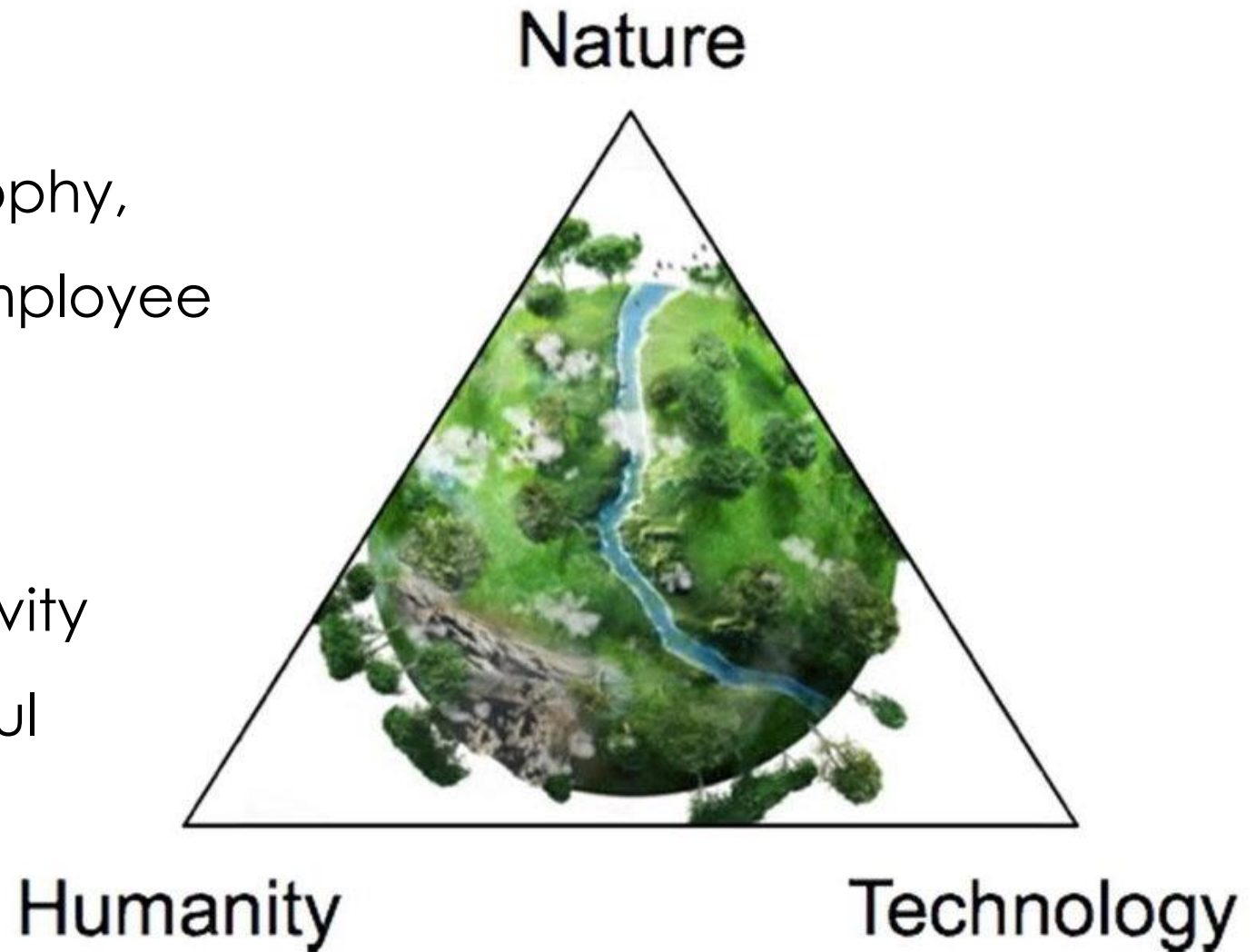




# *Technology as Enabler*

With a human-centered philosophy, technology can really boost employee experience, by:

- Increasing efficiency
- Allowing more time for creativity
- Making work more meaningful
- Connecting people





***Thank you***

Vicky Grigoriadou 

[www.theHappyLab.gr](http://www.theHappyLab.gr)

