LAUGHOLOGY HAPPINESS GRID

LAUGHOLOGY

THEME	EXAMPLES OF INITIATIVE	EXAMPLES OF SUCCESS	ORIGINAL AND INNOVATIVE APPROACHES
Confidence	• Personal development plans across the organisation • Career development opportunities, internal and external • Idea sharing and generation mixing across levels • Sharing mistakes for learning • A culture of positive risk taking through sharing stories of having a go and not quote getting there yet!	• Improved people satisfaction/ happiness scores • People have confidence to make their own decisions • Engaged people • Easy decision-making process • People empowered to take risks • Mistakes are shared and learned from • Innovation across the workforce	Developing links outside your sector that allow people to develop skills. Creating community connections to NGOs and using skills to share best practice. Putting on charitable events where people can raise money by getting out their comfort zone; e.g stand–up comedy event, Strictly event or similar.
Personal development	• A culture of informal and formal chats that help people to develop • Reward and recognition programmes • Sabbaticals	• Opportunities seized by people • Promotions across organisation • Rewards gained and celebrated • Diverse skillset in people	Inviting new team members to attend board meetings where they can ask questions and challenge. Sharing leadership team mistakes in a positive way and discussing how to learn from them. Creating Vlogs on a collaborate space to share these. Peer-to-peer support programmes across all levels.
Support	• Coaching and mentoring • Counselling or access to CBT or other support services • Easy access to leadership team • Simple feedback processes • Outreach to community programmes and support services outside the organisation • Links to charities • Supporting charities with knowledge and expertise exchange	• Internally-trained coaches • Links to community programmes that have had successes for both sides • A well thought-of leadership and management team • A sense of purpose in your vision and strategy that connects a story to the greater good.	Mentoring across all levels, both up and down. Virtual huddles and fuddles (fun huddles) once a week Worker of the Week awards for fun things and kind acts. Random acts of Kindness Day. Leaders knowing names and using creative ways to recognise and reward.
Positive relationships	• People-focused manager and leadership programmes • Positive communication across departments • Leaders take part in everyday activities and are open and accessible • Team build events • Awaydays • 360 mentoring and feedback • Collaboration schemes • Links to the community beyond the workplace • Unconscious bias programmes • Opportunities weekly to chat to managers/ leaders – huddles or similar	• Open and easy dialogue at all levels • People help each other • Team event feedback and improvement activities • A diverse range and mix of people • Positive talk about exec and leadership teams	Encourage lunch breaks away from desks and have ways to do this. Encourage face-to-face communication through switch-off times. Holiday time is seen as strictly holiday time. Working with suppliers means caring about how they are paid. Working with a variety of suppliers from small businesses and individuals. Creative recruitment drives to encourage diversity in recruitment process. Having talking groups for LGBT and celebrating individuals. Leaders standing up and talking about their experiences of mental illness and other important vulnerabilities and diversities.
Coping skills	• Mental health first aid awareness programme or similar • Menopause awareness or similar • Wellbeing workshops • Leaders and managers that really care • Unconscious bias programmes and a culture of diversity	• Positive engagement • Low rate of absenteeism • Good rates of staff retention	