

Happiness at Work

Take a fresh look at well-being

Investing in “Happiness at Work” is not just an investment in employee well-being—it’s a **strategic approach** that can deliver substantial returns.

“Happiness at Work” is grounded in **robust research**. 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.

The framework and training will open new ways of thinking about employee satisfaction, well-being and thriving at work.

- **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:** Increase the knowledge of all colleagues on the Happiness at Work research and help them to see how everyone is part of the solution.

7 Drivers



Organisational Benefits:

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

HEADTEACHER - STRATEGIC INTENT TRAINING

9.15am-12.30pm via zoom

Dates available:

Friday 6th December

Friday 17th January

Friday 7th February

Friday 7th March

£125 for the HT & 1 senior leader.
Additional colleagues £75 each.

ADDITIONAL face-to-face SUPPORT OPTIONS

Training sessions on the 7 drivers.

Staff interviews.

Senior leadership support for utilising criteria to set a base line and create a 3-year strategic plan.

Training for all your leaders.

Whole staff training events, empowering everyone to be part of the movement.



“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.”

Join one of the introductory sessions or book a school specific discovery meeting.