

CRESS



## 2013 Conference on Happiness and Well Being at Work

**June 21<sup>st</sup> 2013,  
London, UK**

- Venue:** One Great George Street  
Westminster, London SW1P 3AA
- Organizers:** CRESS, Kingston Business School  
Humanistic Management Center
- Supporters:** Fordham University  
Humanistic Management Network
- No of participants:** Max. 80
- Type of event:** Open event
- Working language:** English
- Registration:** To register [please follow this link](#)
- Contact:** [happiness2013@humanisticmanagement.org](mailto:happiness2013@humanisticmanagement.org)



# Happiness ... Works!

## Happiness and Well Being at Work: Bridging the Gap between Academia, Policy and Practice

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We live in a time of multiple crises and consensus that business as usual is no longer an option is fast emerging. In the debate on alternative ways to conduct business, the one-dimensional objective function of the firm as a profit maximizing venture has come under great scrutiny. This conference, titled *Happiness and Well Being at Work, Bridging the Gap between Academia, Policy and Practice* will bring together management practitioners, policy makers and academics to explore how happiness and well being can serve as an alternative or complementary objective of business.

Following our successful conference in St. Gallen, Switzerland on the same theme in June 2012, we cordially invite you to our second event on this exciting topic. The *Centre for Research in Employment, Skills & Society* (CRESS) at Kingston Business School, UK, the *Humanistic Management Center* and the *Humanistic Management Network* together with our partners and supporters are looking forward to welcoming you at *One Great George Street*, one of London's premier conference locations on *21<sup>st</sup> June 2013*.



# Conference Program

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The Conference program is geared towards a balance of interactive elements and presentations to facilitate the exchange between management practitioners, policy makers and academics. The day will see three key note speeches, three panel discussions and a World Café break out session with all participants.

The Conference day will close with the organizer’s closing remarks before a Cocktail is offered. The optional evening program consists of a river Thames dinner cruise benefiting from spectacular central London’s views.

## Schedule

Time	
08:30 - 17:00	Registration
9:00 – 9:05	Welcome Address: Prof Yannis Georgellis (Director of CRESS)
<b>09:05 – 09:30</b>	<b>Opening keynote: <i>‘Is Health and Wellbeing Good for Business?’</i></b> Professor Dame Carol Black (Expert Adviser on Health and Work, Department of Health and Consultant Adviser on Health, Department of Works and Pensions)
<b>09:30 – 10:15</b>	<b>Keynote Presentation: <i>‘Attending to Happiness’</i></b> Prof Paul Dolan (LSE)

10:15 – 11:00	<p>Panel discussion: <i>'Making happiness at work, work. How can businesses nourish the well being of their members and society?'</i></p> <p>Chair: Dr. Ernst von Kimakowitz (Director of Humanistic Management Center)  Vanessa King (Action for Happiness)  Prof. George Blanc (HEC Paris)  Alexander Seyf (Sytel Reply)  Michael Blasius (Healthways)</p>
11:00 – 11:20	<i>Coffee break</i>
<b>11:20– 12:05</b>	<p><b>Keynote Presentation: <i>'Can Happiness Change?'</i></b>  Prof Richard Lucas (Michigan State University)</p>
12:05 – 12:45	<p>Panel discussion: <i>'What are the policy implications from measuring happiness and what can business learn from it?'</i></p> <p>Chair: Prof Yannis Georgellis (Director of CRESS)  Dr Romina Boarini (OECD)  Glenn Everett (Office of National Statistics, UK)  Prof Dr Michael Pirson (Fordham University)</p>
12:45 – 13:45	<i>Lunch</i>
<b>13:45 – 14:30</b>	<p><b>Keynote Presentation: <i>'Work and Happiness'</i></b>  Prof Alois Stutzer (University of Basel)</p>
14:30 – 15:15	<p>Panel discussion: <i>'What do employees pay attention to? Employee happiness, wellbeing and engagement'</i></p> <p>Chair : Prof. Dr Michael Pirson (Fordham University)  Nita Clarke (Deputy Chair, Employee Engagement Task Force, Director, IPA and Vice President (employee relations) CIPD)  Prof Yannis Georgellis (Director of CRESS)  Prof Stephen Garcia (University of Michigan)</p>
15:15 – 16:00	<p>Breakout session  <i>Three World Café tables on academia, policy and practice</i>  All Participants</p>
16:00 – 16:15	<p>Reporting back  One representative from each of the three break out groups</p>
16:15 – 16:30	Closing comments: Dr. Ernst von Kimakowitz (Humanistic Management Center)
16:30 – 17:30	<i>Cocktail</i>



## Conference Location

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The One Great George Street conference venue is located in central London, just off Parliament Square in the heart of Westminster. The address is One Great George Street, Westminster, London SW1P 3AA and you can find out more about the venue under <http://www.onegreatgeorgestreet.com>.





## Conference Registration

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- Conference Date:** 21<sup>st</sup> June 2013
- Conference Location:** One Great George Street  
Westminster, London  
SW1P 3AA, UK
- Conference fee:** £80 (reduced) £130 (academic) £200 (business)  
includes conference attendance, buffet lunch,  
coffee and tea throughout the day
- Evening Program:** An optional river cruise dinner is offered on the 21<sup>st</sup>  
June 2013 at £ 65 including a three course meal  
with spectacular river side views along the Thames
- Registration:** To register [please follow this link](#)
- Further Information:** Please visit the [HMC](#) events page for further  
information



## Conference Speakers

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### **Prof Dame Carol Black**

Dame Carol Black DBE FRCP is Principal of Newnham College Cambridge, Adviser on Work and Health at the Department of Health, England, Chair of the Nuffield Trust for Research and Policy Studies in Health Services, and Chair of the Governance Board, Centre for Workforce Intelligence. As Expert Adviser to the Department of Health, Black plays a major ambassadorial role, building and promoting the public and policy position on the positive relationship between work and health. She is Chair of the Health at work network, part of the UK government's Public Health Responsibility Deal, set up to engage commercial, public and third sector organisations in improving public health.

### **Prof Georges Blanc**

Georges Blanc is Professor Emeritus of Strategic Management at HEC-Paris, where he has spent most of his career. He is "Professor Associado" at Foundation Dom Cabral (Brazil) on a part-time basis since 1976. He has been visiting professor at the University of California (Berkeley), University of Otago (New Zealand), Foundation Getulio Vargas (Brazil), and Warsaw University of Technology (Poland) and at Oxford (UK). He was one of the initiators and first Academic Director (from 2000 to 2006) of the *Trium program*, one of the most prestigious Global Executive MBA programs, built in collaboration between HEC-Paris,

London School of Economics and Stern School at New York University. He is now mostly involved in building and managing training programs with high executives in China, Russia India and Brazil working 4 months per year with Foundation Dom Cabral.

### **Michael Blasius**

Michael is Vice President of Business Development at Healthways International and leads the global growth activities in the area of Well-Being Improvement Solutions for insurers, governments and multinational companies. After study of medicine and some years of clinical experience he moved into the field of managed care. Michael built up and supervised a medical service center offering health services, telemedical disease management programs of the core chronic conditions, programs for risk detection and primary prevention as well as medical hotlines, medical assistance and expat services. The company was acquired by Munich Re and Michael became head of sales and marketing responsible for overall sales strategy and activities, customer management and medical consulting. He strongly believes that people with greater well-being cost less, perform better and live healthier longer.

### **Dr. Romina Boarini**

Romina Boarini heads the Monitoring Well-Being and Progress Section of the OECD Statistics Directorate. In this role she is responsible for the statistical work behind the OECD Better Life Initiative, including Your Better Life Index and the report How's Life? Measuring Well-Being. She is member of various working groups on measuring quality of life and well-being, as the Eurostat Expert Group of Quality of Life and the WHO-Euro Well-Being Expert Group. Since recently, she is also contributing to the OECD project on Inclusive Growth. She previously worked as Economist in the OECD Economics Department, in the Norway/Italy desk and in the Structural Policy branch. Before this she worked in the OECD Social Affairs and Employment Department, carrying out analysis on well-being and deprivation. She holds a PhD in Economics from the Ecole Polytechnique (Paris). Her research interests include well-being, distributive justice, material deprivation and education.

### **Nita Clarke**

Nita Clarke is the Director of the Involvement and Participation Association (IPA). She was vice-chair of the MacLeod Review on employee engagement and works with David MacLeod and the Department for Business on implementing the report's recommendations. She was formerly the adviser on trade unions to Prime Minister Tony Blair, as assistant



political secretary in the Political Office at 10 Downing Street from January 2001 to June 2007. Her role included liaison with individual unions and the TUC, developing national policy in areas such as the two-tier workforce and work-life balance, supporting ministers in industrial disputes. Nita was a senior official with public services union UNISON from 1992 - 2001. She is the author of the report *The way forward: trade unions and the third sector*, commissioned by ACEVO.

### **Prof Paul Dolan**

Paul Dolan is Professor in the Department of Social Policy at the London School of Economics (LSE). He has previously held academic posts at York, Newcastle, Sheffield and Imperial, and has been a visiting scholar at Princeton. There are two main themes to Paul's work. The first focuses on developing measures of happiness subjective well-being that can be used in policy, particularly in the valuation of non-market goods and in 'joining up' the impact of changes in health, crime, the environment etc. The second considers ways in which the lessons from behavioural economics can be used to understand and change individual behaviour.

### **Glenn Everett**

Glen Everett is Programme Director, Measuring National Well-being. Initial career in Australian Bureau of Statistics working on range of outputs from social (eg Population Census) to economic statistics (eg labour market). Moved to UK early 1990s and joined Employment Department in London as a statistician. Moved to the (then) Department of Trade & Industry (DTI) as senior statistician to lead Structural Fund review and develop regional statistics. Promoted in 2000 to Director and Chief Adviser on Statistics at DTI. Joined the Office for National Statistics (ONS) in 2005 to be Programme Director for Allsopp programme developing statistics for economic policy. At completion of programme, became head of Neighbourhood Statistics Services Programme to mainstream development work and fully relocate relevant staff from London to ONS's Titchfield office. Relocated to Newport from London in 2010 to head National Accounts. Appointed Programme Director for Measuring National Well-being 1 April 2012.

### **Prof Stephen Garcia**

Stephen Garcia is Professor of Psychology and Organizational Studies at the University of Michigan. He is also a Faculty Associate of the Research Center for Group Dynamics at Michigan's Institute for Social Research. He holds degrees from Stanford

University (A.B. Psychology), Princeton University (MA Psychology), Harvard University (Administration, Planning & Social Policy, Ed.M.) and Princeton University (Ph.D. Psychology). His primary research program explores the psychology of competition through the lens of social comparison processes. Recent papers, for instance, examine the impact of ranking information on the willingness to enter lucrative joint ventures, as well as the impact of the number of competitors on the motivation to compete. Stephen's work is appearing in journals such as the Journal of Experimental Social Psychology, Journal of Personality and Social Psychology, Organizational Behavior and Human Decision Processes, Personality and Social Psychology Bulletin, and Psychological Science. His research has been featured in The Economist, New York Times, The Washington Post, and other media outlets. His corporate experience is in marketing at Charles Schwab, Merrill Lynch, and Wells Fargo where he worked at the interface of database marketing and risk management.

### **Prof Yannis Georgellis**

Yannis is Research Professor and Director of CRESS (Centre for Research in Employment, Skills and Society) at Kingston Business School, London. Prior to joining Kingston, he was at Brunel University, where he served as Head of the Department of Economics and Finance. He has held visiting teaching and research appointments in several universities and organizations, including the University of Kent, City University, and the Federal Reserve Bank of St. Louis. He has published widely in the areas of personnel economics, human resource management, well-being at work and behavioural economics. His recent publications include articles in the Journal of Public Administration Research and Theory, Journal of Vocational Behavior, Economic Journal, Psychological Science, Journal of Economic Behavior and Organization, and Journal of Personality and Social Psychology. His recent projects have explored psychological theories of adaptation, work-life conflict/enrichment, social comparisons at work, workplace training and skills, and intrinsic motivation in the public sector.

### **Vanessa King**

Vanessa King is an experienced leadership and organisation development consultant and has worked with a wide range of organisations in both the private and public sectors. She completed a Masters degree in Applied Positive Psychology, under Martin Seligman at the University of Pennsylvania, one of only 250 people worldwide to have done so. She is a Board Member of Action for Happiness (AfH) and developed the '10 Keys to Happier Living' framework and authored the psychological content of AfH's extensive website. She leads on AfH's work with organisations and designed and delivers the Doing Well from the Inside Out

Programme™ to increase employee engagement, leadership and management capability, through building resilience and well-being skills. Vanessa is trained as a facilitator on the University of Pennsylvania's Master Resilience Training programme for the US Army, she is a master practitioner for the New Economics Foundation Happiness@Work survey tool, an active contributor to the UK Government's taskforce on employee engagement and an affiliate of the Well-being Institute at the University of Cambridge. Prior to consulting, Vanessa qualified as a chartered accountant and then moved into human resources, where she held positions at Morgan Stanley and Bankers Trust.

### **Prof Richard Lucas**

Richard E. Lucas is an associate professor of Psychology at Michigan State University. His research focuses on the factors that contribute to stability and change in subjective well-being. He has served as an associate editor for the Journal of Personality and Social Psychology and is currently editor-in-chief of the Journal of Research in Personality. He is a co-author of the book Well-Being and Public Policy (Oxford, 2009), which examines the role that well-being measures can play in informing public policy decisions.

### **Prof Michael Pirson**

Michael Pirson is professor at the Fordham Schools of Business and Director of the Center for Humanistic Management. A scholar of humanistic management, which holds that business and commerce ought to advance human dignity and society, Professor Pirson helped to establish an undergraduate sustainable-business concentration at Fordham. He teaches courses such as Social Entrepreneurship, Fundamentals of Management and Principles of Management, and his work spans the undergraduate and graduate levels. His research interests include Trust and Well-Being in Organizations, Mindfulness, Social Entrepreneurship, Sustainability, Humanistic Management, Philosophy of Management

### **Alexander Seyf**

Alexander Seyf is Partner of Sytel Reply a consulting firm in the mobile internet industry. Sytel Reply is a member of Reply, a Consulting, Systems Integration and Application Management company, specializing in the creation and implementation of solutions based on new communication networks and digital media. His roles have provided substantial personal exposure to the traditional and evolving technologies and business drivers within the Telecom and IT industries. He has also managed, developed and delivered many major bids and negotiated / managed relationships with suppliers and alliance

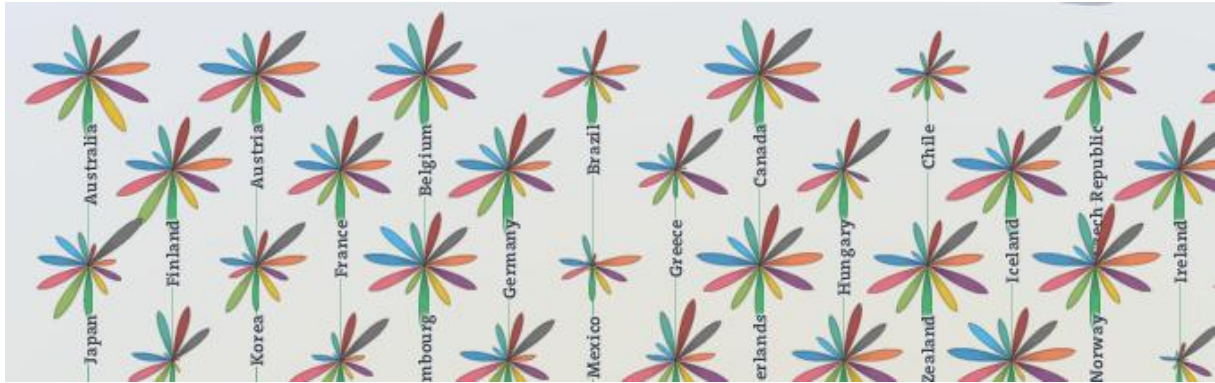
partners. Alexander Seyf firmly believes that providing working environments that are conducive to happiness and personal well being are a key managerial task.

### **Prof Alois Stutzer**

Alois Stutzer is Professor of Public Choice and Public Economics at the Faculty of Business and Economics, University of Basel. His research interests include political economics, public economics, law and economics, and economics and psychology. He has authored several scientific publications in journals such as *the Journal of Economic Literature*, *Journal of the European Economic Association*, *Economic Journal and Public Choice*, and he is the co-author of *‘Happiness and Economics’* (Princeton University Press, 2002) and co-editor of *‘Economics and Psychology. A Promising New Cross-Disciplinary Field’* (MIT Press, 2007). Since 2012, he serves as an editor of *Kyklos*.

### **Dr. Ernst von Kimakowitz**

Dr. Ernst von Kimakowitz is Director and co-founder of the *Humanistic Management Center*. His work is focused on advancing the Center by developing thought leadership, engaging in higher education activities and providing advisory services on impactful business conduct for a human centered economic model. He is also a lecturer in leadership skills at the University of St. Gallen, Switzerland, has taught and lectured at universities around the world and is a board member of the Impact Investing Platform in São Paulo, Brazil.



## Practical Information

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### **How to reach One Great George Street:**

**On Foot:** Walking directions can be found on [www.walkit.com](http://www.walkit.com)

**Walking Directions from Westminster Tube Station (exit 6):** When you arrive at the top of the stairs you will be on Whitehall. Turn around (as if you were to walk back down the stairs) you are now facing Parliament Square. Walk around to the right onto Great George Street until you come to two sets of traffic lights. Cross over both and continue walking straight down Great George Street for about 1 minute. One Great George Street is the last building on the corner of Great George Street and Storey's Gate. The building is also the home of the Institution of Civil Engineers.

**By Bicycle:** Local bicycle stand locations can be found on the [Westminster City Council website](#). The nearest TFL bike hire docking station is 0.4 miles away on Abby Orchard Street. Click on the [Cycle for hire website](#) and type in the post code SW1P 3AA. If your bike folds the cloak room can hold it.

**By London Underground:** Both Westminster (Exit 6) on the District, Circle and Jubilee lines, and St James's Park on the District and Circle lines, are just 5 minutes walk away. For more information, visit the [Transport for London website](#).

**By Bus:** Numerous bus routes pass within a 1-2 minute walk of One Great George Street. Bus routes stopping near Parliament Square include: 3, 11, 12, 24, 53, 87, 88, 148, 159, 211 and 453. For further information visit the [Transport for London website](#).

**GPS co-ordinates:** 51 30.0822 N and 0 07.7500 W

### **Where to stay:**

The Conference venue is located very centrally in the heart of Westminster, London with hotels in various price ranges nearby. You can find a wide range of offers under [this link](#) and please do contact us should you need further assistance regarding your accommodation.

### **Contact:**

Should you need any further assistance please get in touch via email under [happiness2013@humanisticmanagement.org](mailto:happiness2013@humanisticmanagement.org)

\*all pictures in this invitation are from our 2012 conference on happiness and well being by Robert Stuermer apart from "Conference Location" which is by One Great George Street and "Practical Information" which is taken from the OECD Better Life Initiative .