

CRESS



2013 Conference on Happiness and Well Being at Work

June 21st 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



Happiness ... Works!

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

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 *21st June 2013*.



Conference Program

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)
09:05 – 09:30	Opening keynote: ‘Is Health and Wellbeing Good for Business?’ Professor Dame Carol Black (Expert Adviser on Health and Work, Department of Health and Consultant Adviser on Health, Department of Works and Pensions)
09:30 – 10:15	Keynote Presentation: ‘Attending to Happiness’ 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) Prof. George Blanc (HEC Paris) Alexander Seyf (Sytel Reply) Michael Blasius (Healthways)</p>
11:00 – 11:20	<i>Coffee break</i>
11:20– 12:05	<p>Keynote Presentation: <i>'Can Happiness Change?'</i> 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>
13:45 – 14:30	<p>Keynote Presentation: <i>'Work and Happiness'</i> 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) Vanessa King (Action for Happiness) 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 Speakers

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 and 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 managed many major bids and relationships with suppliers and alliance partners. Alexander firmly believes that providing working environments 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.



Conference Participants

Yusuf Abdulhafees
Kingston University
Hawazen Al Mugren
Kingston University
Elisa Alt
<p>Elisa Alt is a Senior Lecturer (Assistant Professor) in Strategy and Planning at the Lord Ashcroft International Business School, Anglia Ruskin University, and a Visiting Researcher at Fundação Dom Cabral (Brazil). Elisa received a PhD and a Postgraduate Diploma (DEA) in Management from the University of Seville (Spain), and was a Visiting PhD student at the Doughty Centre for Corporate Responsibility, Cranfield University (UK). During her doctoral studies, Elisa was the recipient of a PhD grant from the AIBan Programme - the European Union High Level Scholarship Programme for Latin America. She is a member of the Academy of Management,</p>

ONE (Organisations and the Natural Environment) and SIM (Social Issues in Management) divisions since 2009. Her research interests are business sustainability, Social intrapreneurship and Strategic management.

Jeff Archer

Jeff Archer is Director of Corporate Wellness company The Tonic (www.the-tonic.com) which specialises in helping staff live healthier lives and business become great places to work.

The Tonic wellbeing team is made up of experts in the fields of fitness, healthy eating, sleep, stress management, work-life balance and improved personal performance. The team design and deliver bespoke solutions that include wellness modules for leadership programmes, wellbeing awareness events, lifestyle coaching and an array of written, audio and video resources. The focus is to help busy executives design practical plans to help them get fit, eat well, sleep better, manage stress levels and live and work effectively.

Jeff is a wellbeing expert who presents on a range of topics and has written three books, The NLP Diet, Be Your Own Life Coach and Teach Yourself Fitness.

Maria Armaou

I am a doctorate student in Education at the University of Warwick and my research interests lay in the area of happiness and well being at work. My academic background and training lays in the area of occupational psychology and I have a BSc in Psychology from the University of Athens and a MSc in Occupational Psychology from the University of Nottingham. I am especially interested into organisational and psychological research that focus on applications of positive psychology in the workplace.

The topic of my PhD is "Teachers' perceptions of job resources" and aims to identify links between psychological research in Positive Organisational Behaviour and educational research in teachers' work-lives.

Denise Bagley

London South Bank University

Tom Beresford

Tom Beresford is an experienced project & programme manager delivering business change enabled by new technology solutions. Always on the look-out for new thinking and techniques to energise teams, to make change exciting not frightening and to make work fun. Career in a nutshell: 19 years with a leading IT & business consultancy, 3 years as an independent operator and just embarking on a new role with a pensions software company.

Marina Boz

Marina is lecturer in Organisational Behaviour and Human Resource Management at Anglia Ruskin University since February 2012. Prior to joining Anglia Ruskin, she worked for four years as a research assistant and associate at the Department of Social Psychology, University of Seville, Spain, where she recently obtained a PhD in Human Resources in the topic of work and non-work interface. During this time, Marina developed and contributed to several research and knowledge transfer projects related to work-life balance, interpersonal conflict at work, diversity management and gender equity at work. Her current research interests include work-life balance, high commitment work systems and positive organisational behaviour.

Pedro Pablo Cardoso Castro

Is a marine biologist with a MSc In Environmental Management, MBA with emphasis in International Commerce and a PhD in Management (Complexity and Organizational Cybernetics). His current interest at Leeds Metropolitan University is the application of cybernetics, complexity and systems thinking in business. In particular the self-organizing behavior of business networks; the dynamic of networks in internationalization processes; the management of such networking behavior; the nature of emergent organizational structures and the enterprise architecture arising from dynamic networking and the interaction of the bottom-up and top-down communications and control mechanisms in self-organizing environments.

In general, my interest is based on the development of tools to facilitate organizational transitions in co-evolving organizations and how these phenomena

affect governance ethics, values and ultimately the identity and viability of social systems.

Ana Chadburn

Kingston University

Gary Coulton

St. George's University of London

Christian Ehrlich

Oxford Brookes University

Fas Felix Ghauri

Stephen Gourlay

Kingston University

Dusan Gruicic

Gillian Harding

Gillian works in the Human Resources department at Kingston University as a HR Communications Officer. She is responsible for helping her colleagues communicate the essentials of key HR policy and practice for managers and staff in the organisation. She provides communication expertise and advice on promoting key HR initiatives and projects, with an increasing involvement in staff engagement. Gillian is a member of the Institute of Direct Marketing and has worked predominately

in the private sector before joining Kingston University in 2002. She has a keen interest in personal development and positive psychology. Her aim at work is to provide information that is timely, useful and expressed supportively, to help those who will work with it.

Ian Hesketh

Ian is a serving Police Officer, currently working on the Sustaining Excellence Team (Organisational Change) within Lancashire Constabulary. Ian also consults as a short term expert for the EU, currently working on a twinning project in Serbia.

Ian has an MBA from Lancaster University Management School, Dip Mgt, and Cert Ed from the University of Central Lancashire. He is a Chartered Manager (CMgr) and holds Qualified Teaching, Learning and Skills (QTLS) status with the Institute for Learning. In 2011 his article on Transformational Leadership During Change was voted one of the Top 5 Management Articles of the Year by the CMI. Ian is currently studying for a PhD in Management and Social Psychology at Lancaster University Management School under the supervision of Prof Cary Cooper and Dr Phil Jones. This year he is presenting papers at the European Institute for Advanced Studies in Management Conference - Barcelona (September, 2013), The 4th Annual Policing Conference - Canterbury (September, 2013) and the Developments in Ethnographic Research Conference - Amsterdam (August, 2013).

Anne Hurst

Anne Hurst is a Diversity, Inclusion and Wellbeing specialist at PwC. Her work is supporting the business to build a culture where the diversity of people is valued and a recognised enabler of business and personal growth. In her current role she focuses on diversity in recruitment, development, cultural awareness and predictive analytics and metrics. She has over 20 years of HC experience in the banking and professional services sectors and her career has spanned working in the US and UK. She is currently based in London, UK.

Kai Kaufmann

University of Liverpool

George Kavetsos

London School of Economics

Doug Kirkpatrick

Red Shift 3

Julia Mayer

Julia is a second year Master Student in Cognitive and Clinical Neuroscience Research Master program, specializing in Psychopathology. For her dissertation, she is currently conducting a research internship supervised by Frederic Vallee-Tourangeau at Kingston University in London on problem solving and interactivity. Julia is originally from Germany, but completed her Bachelor of Science degree of Psychology at Victoria University of Wellington in New Zealand and is doing her Master Degree in the Netherlands. Due to her addiction to traveling, as well as her desire for working with and learning more about people and their behaviour, she also did several internships, workshops and summer courses abroad. So, she went to India, the States, Australia, the Netherlands and now the UK, and additionally worked as a psychological intern in juvenile and adult psychiatries in Germany and Switzerland.

Brendan McCafferty

Kingston University

Ravin Mehta

Ravin creates and delivers training that helps develop people to be more successful. He also facilitates workshops that blend work with training and team building. In relation to workplace happiness, he runs two sessions that have been received well; Dealing with Pressure, and Present Moment Time Management. Both are one day workshops that help staff at all levels to manage stress and build a

happy, resilient and productive life. His other sessions are focused on core skills, e.g. creative problem solving, presentations, clear thinking, project management, developing people through feedback and coaching, etc.

His client list includes: Accenture, Acer, Adecco, BAA plc, BP, Common Purpose, CRAC, DHL, DSS, GlaxoSmithKline, iCould, Jasani DTC Group, London Design Festival, Mayor of London, Orange, PwC, Seeboard, SES, The Prince's Trust and Unilever.

Ravin worked at Accenture for 10 years as a business consultant, mainly in Europe and North America. He specialised in organisation development, communication, training and managing large scale change. Internally for Accenture, Ravin had management responsibility for training and recruiting. During this time Ravin volunteered in the corporate social responsibility arena where he established a strong relationship between Accenture and the Prince's Trust.

Karoline Mikus

Kingston University

Tom Morrell

Approaches for Performance Excellence

Sunitha Narendran

Kingston University

Yadira Paez

Master business administration from San Pablo CEU University Madrid, Postgraduate in finance from Los Andes University Bogota and professional in Business administration from La Salle University. Experience in banking as an Account manager in corporate, institutional and government segments; Bancolombia Bank for seven years and Helm Bank for four years. Academic and administrative experience as Director of the business administration programme in EAN University,

Coordinator of the financial management and investment decisions courses. Teaching postgraduate, continuing education and undergraduate courses in economic and financial areas, strategic management, leadership, entrepreneurship and management skills in Jorge Tadeo Lozano University, EAN University and Bogota Chamber of Commerce. Senior consultant for Criteria & Trust Consulting. Member of the Humanistic Management Network Chapter Colombia. Currently research: "How to asses top-management mental models in order to leverage change and innovation in organisations".

Maxwell Peara

Fordham University

Jelena Petrovic

Kingston University

Matthew Rablen

Dr Matthew Rablen is a Lecturer at Brunel University and a former government economist on tax compliance savings policy. He graduated with first class honours from the University of Nottingham and attained his Ph.D at the University of Warwick. He has published in journals including Economic Journal and Journal of Health Economics. His research interests are in behavioural economics and public economics, with particular interests in happiness, reference-dependent decision-making, and tax evasion.

Lorena Sanchez

OECD

Irina Semenova

Kingston University

Nopdol Sengkae

Kingston University

Amy Spatz

I teach, facilitate and research at the graduate and post-graduate level in subjects relating to communication skills, mindfulness and the psychology of chronic pain. I particularly enjoy small group facilitation and the use of experiential methods such as role-play for skill acquisition. There's something truly rewarding about getting a large lecture hall buzzing as well. I regularly give seminars and design teaching material to improve mindfulness, understand the effective communication of empathy, explain medically unexplained symptoms as well as how to get the most out of professional reflection. Giving effective feedback has become a focus in recent years as it is so crucial to improving performance in any sphere. I also thrive upon inter-professional collaboration for research and for the purpose of developing innovative teaching materials. I am equally at home working with patients, students or professionals to help increase their personal effectiveness and self-awareness.

Maram Taweel

Kingston University

Julian Thompson

Julian Thompson is Director of Enterprise at the RSA. His research focuses on employment, skills, entrepreneurship and organisational behaviour. Prior to the joining the RSA in 2009, he was a Research Director at Ipsos MORI where his work spanned public policy, corporate reputation, foresight and innovation. He holds an MA in Archaeology and Anthropology from Cambridge University, a Postgraduate Conversion Diploma in Psychology from London Metropolitan University. He is currently undertaking an MSc in Organisational Psychology at Birkbeck College, University of London.

Crystal Tsay

Crystal Han-Huei Tsay received her Ph.D. from the Department of Management at George Washington University, USA. Her research interests include knowledge management in teams and learning and adaptation in major life transitions. Dr. Tsay also teaches Organizational Behavior and Human Resource Management, with a focus in the cross-cultural context.

Nick Tsitsianis

Queen Mary Westfield University of London

Wenceslao Unanue Manríquez

In Chile, Wenceslao Unanue is professor at Universidad Adolfo Ibáñez Business School, member of the Red Compartiendo Felicidades and advisor of the Instituto del Bienestar. Abroad, he is Country Representative for IAREP (International Association for Research in Economic Psychology), fellow of The British Psychological Association and The Higher Education Academy, member of Action for Happiness and PhD Researcher and Associate Tutor at the University of Sussex, UK. Professor Unanue holds the following degrees and professional titles: BA Administrative and Economics Sciences (PUC, Chile); Commercial Engineering (PUC, Chile); MSc Economics (PUC, Chile); BA Psychology (PUC, Chile); Psychologist (PUC, Chile); MSc Applied Social Psychology (University of Sussex, UK). Wenceslao Unanue has also worked in several senior positions both at government and private sector during latter years in Chile. His main interests are addressed to happiness, well-being, sustainability, poverty, inequalities and public policies.

Bertine Van Hoof

Workwise

Shalini Vohra

Shalini Vohra earned her PhD at Manchester Business School, United Kingdom and is currently Lecturer in Marketing at Sheffield Hallam University, Sheffield. She was a Post Doctoral Fellow at the Open University Business School, UK and is a Fellow of the Higher Education Academy, UK. She holds a Master of Business Administration and has business experience in a variety of industries. Her research interests include investor decision making, emotions in trading, domain specific emotion regulation and corporate reputation. Her work on emotion regulation and trading has been published in the Journal of Neuroscience, Psychology, and Economics.

David Wagner

Europa-Universität Viadrina

George Yannopoulos

Kingston University

Ya Ping Yin

University of Hertfordshire



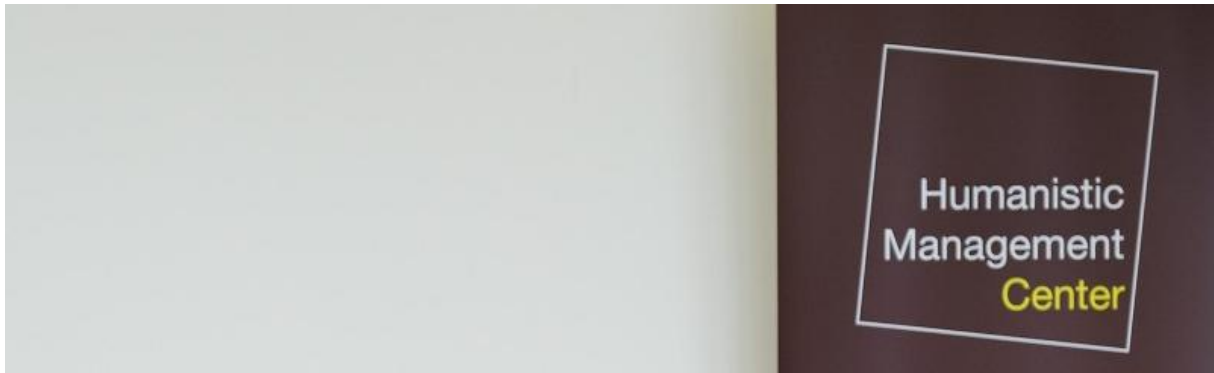
The Center Centre for Research in Employment, Skills & Society (CRESS)

Established in 2008, CRESS is home to research led by a multi-disciplinary team of researchers with backgrounds in economics, psychology, human resource management, organisational behaviour, and industrial relations. CRESS is dedicated to carrying out research relevant to employment and the organisation of work, focusing on three main themes:

1. Well-being and happiness
2. Skills and careers
3. Industrial and employment relations

Research into these three themes is carried out by and organised into three distinct research groups led by international experts in the field.

We are also home to the Kingston Employee Engagement Consortium (KEEC), the consultancy branch of CRESS. The Employee Engagement Consortium is a research partnership and networking group that brings together organisations actively working to better understand and drive engagement in the workplace. Our key focus is on helping organizations to develop, manage and maintain effective engagement strategies with the aim of improving both individual and organizational performance. This new phase of the consortium offers a more flexible membership package and goes beyond the topic of engagement to examine other related HR areas such as well-being, employee voice, and learning and development.



Humanistic Management - Protecting Human Dignity – Promoting Human Well-Being

The *Humanistic Management Center* is focusing on thought leadership, teaching offers and practical applications as a think tank, learning institution and advisory firm. The *Humanistic Management Network*, its sister organization, is an international, interdisciplinary, and independent network. Both promote the development of an economic system in service of human dignity and well-being. We are working together globally with academics from all disciplines, as well as practitioners and policy makers towards the transformation of our current economic model towards a life-conducive one. We are advising private and public sector organizations, deliver university teaching and executive education and generate knowledge in humanistic management. Our network has over 700 like-minded members and we have chapters and interest groups in more than 20 countries including Argentina, Brazil, Canada, Colombia, France, Italy, Germany, Japan, Mexico, New Zealand, Switzerland, Spain, UK, USA etc.

We subscribe to the following positions:

Humanistic Management defends human dignity in face of its vulnerability. The dignity of the human being lies in its capacity to define autonomously the purpose of its existence. Since human autonomy realizes itself through social cooperation, economic relations and business activities can either foster or obstruct human life and well-being. Against the widespread objectification of human subjects into human resources, against the common instrumentalization of human being into human capital and a mere means for profit, we uphold humanity as the ultimate end and principle of all economic activity.

In business as well as in society, respect for human dignity demands respect for human freedom. Collective decision-making, in corporations just as in governments, should hence be based on free and equal deliberation, participation or representation of all affected parties. Concerns of legitimacy must, in economics like in politics, precede questions of expediency.

We believe that market economies hold a substantial potential for human development in general. To promote life-conducive market activities, we want to complement the quantitative metrics which hitherto define managerial and economic success with qualitative evaluation criteria that focus on the human dignity of every woman and every man.

These are our activities:

As researchers, we work towards a humanistic paradigm for business and economics, trying to identify and facilitate corporate and governmental efforts for the common good.

As a think-tank, we set out to spread intellectual tools for culturally and ecologically sustainable business practices that have the human being as their focal point.

As teachers, we strive to educate, emancipate and enable students to contribute actively to a life-conducive economy in which the human dignity is universally respected.

As practitioners, we act towards the implementation of a humanistic economy on an individual, corporate, and governmental level.

As citizens, we engage our communities in discourse about the benefits of a human-centered economy.

The two main questions that drive our activities are:

- What is the role of business in society and how can humanism help us to better assess this role?
- How can we continue to reap the benefits of free market economies whilst becoming more effective in creating shared benefits, prosperity, and well being in a sustainable manner?

Our *mission* is to influence business academia, management practitioners, policy makers, and the general public in defining the purpose and role of business in a global society. We foster the creation and dissemination of actionable knowledge to change business practices towards humanistic ideals.

Our *vision* is a global economy in which all stakeholders are equally respected so that market mechanisms are applied to maximize societal benefits rather than individual profits; an economy in which economic rationality is applied as a means rather than an end in itself.

Join us on Facebook and visit our websites at:

www.humanisticmanagement.org

www.humanetwork.org



Center for Humanistic Management

The Center for Humanistic Management was established to do research, provide teaching and inform practice and policy along the precepts of humanistic management.

Humanistic management respects and protects human dignity and promotes sustainable human well-being in line with the carrying capacity of the planet.

The center works in an interdisciplinary manner across the humanities and the social and natural sciences to improve the condition of human existence. We see business as a foundational element of society that can be conducted for human development. The unifying character of humanism guides our thinking on the future of market economies and the role of businesses therein.

The center's work includes:

4. Creating and co-developing the theoretical basis for a humanistic management paradigm.
5. Disseminating knowledge through education at various levels: undergraduate, graduate and executive.
6. Reaching out and creating dialogue with practitioners and policy makers along the precepts of humanistic management.

*all pictures in this folder are from our 2012 conference on happiness and well being by Robert Stuermer