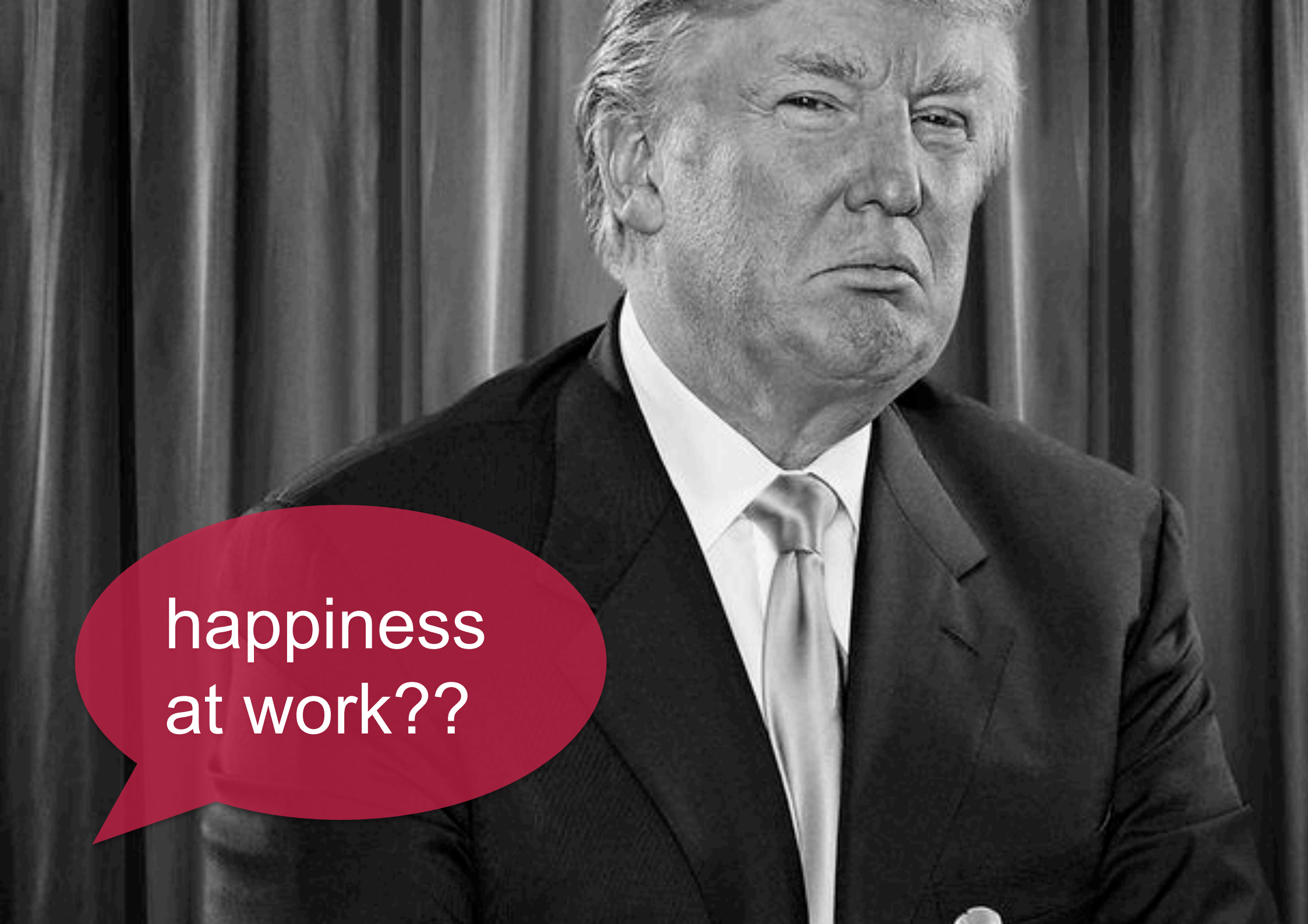




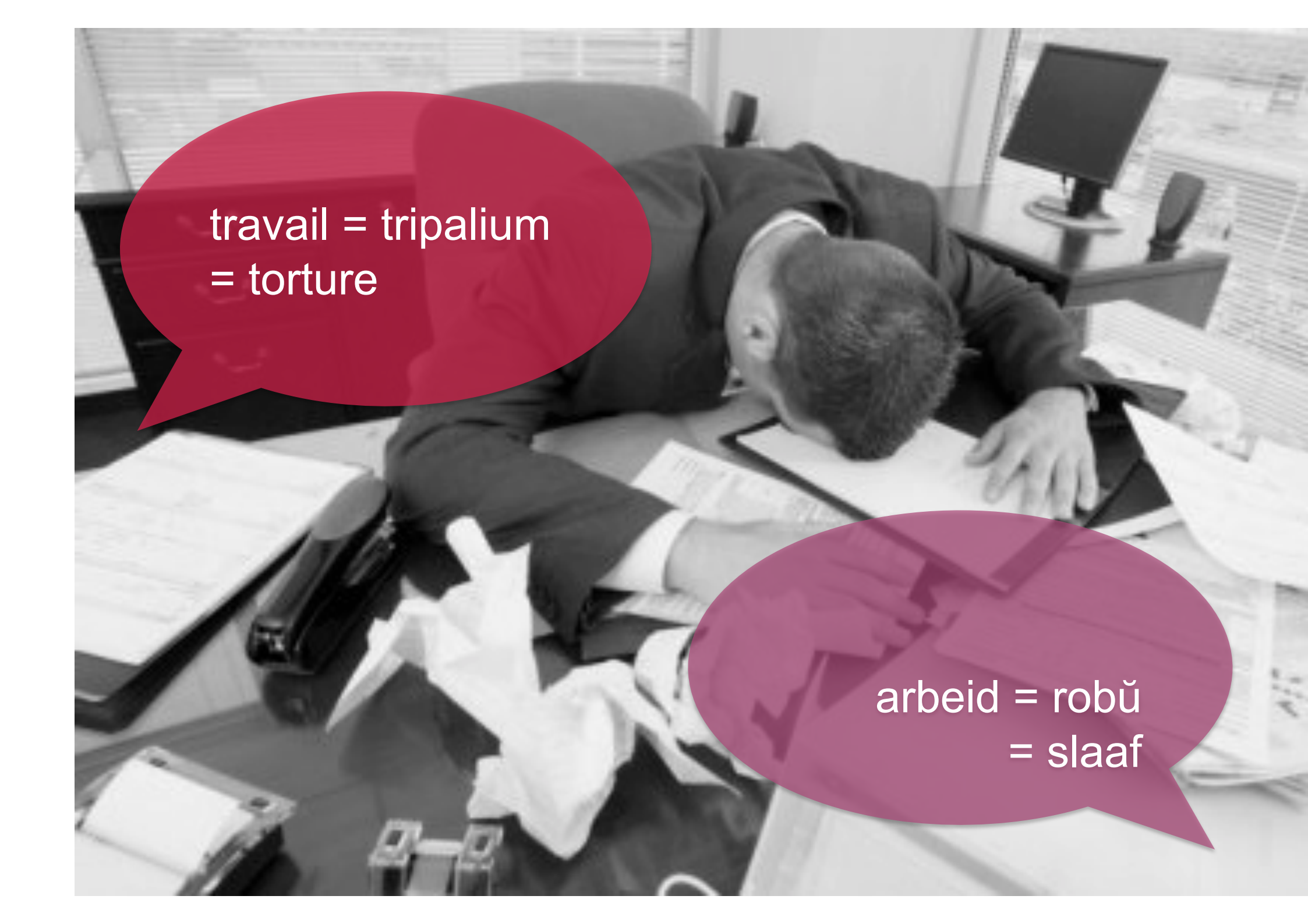
happiness  
at work

**Happy  
HR**

profitable  
& sustainable

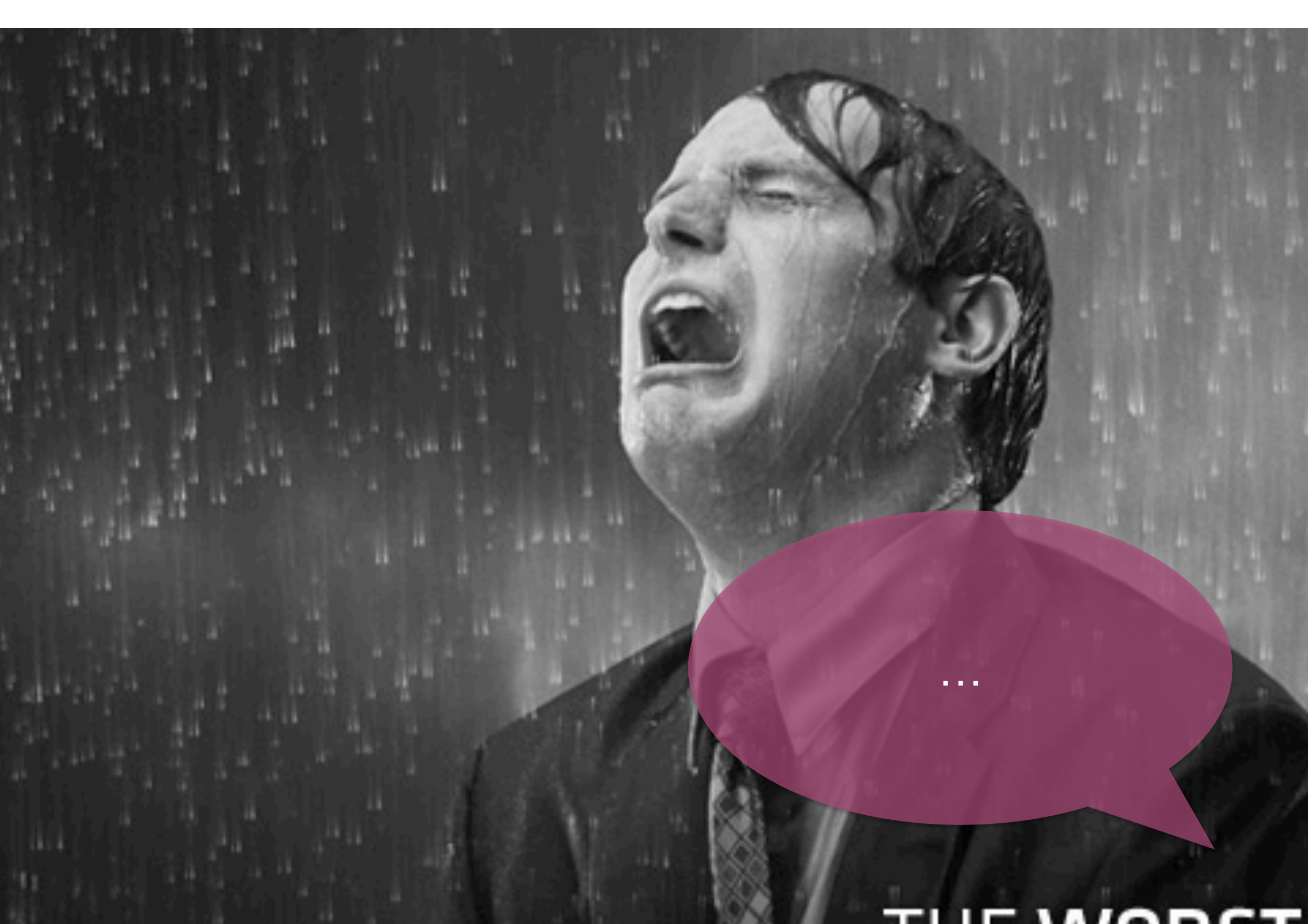


happiness  
at work??



travail = tripalium  
= torture

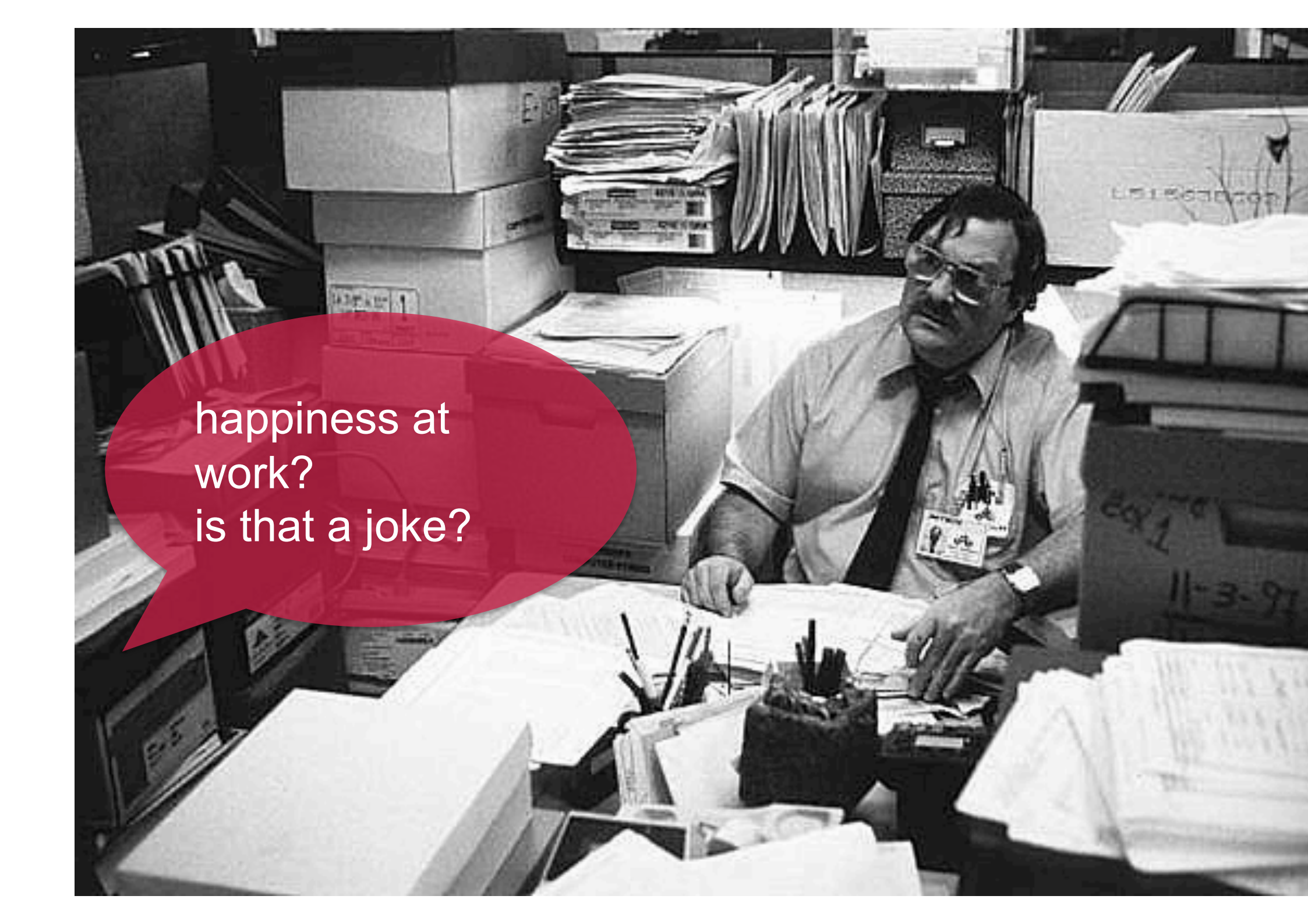
arbeid = robŭ  
= slaaf



...

THE WORST





happiness at  
work?  
is that a joke?



« The best  
measure of  
success is  
happiness »






some jobs are  
attractive...



Some less...





Any recipe  
for happiness  
at work?



money  
& salary grid?

# Nanny job description

Name of Nanny:  Date:

Name of Family:

A Nanny's primary role is childcare and everything associated with the children. Your nanny's job description needs to be individualised. Please give consideration to the nanny's working hours and the number and ages of your children.

## Learning and Development

1. To plan, organise, carry out and evaluate appropriate development programmes for children under the guidance of HG Kids Ltd.
2. To plan the day, taking into account the children's individual routines – sleeping, meals etc and to allow for flexibility for changes in routines.
3. To be responsible for the management of the children's behaviour. Individual techniques to be discussed for each family.
4. To advise parents of their children's progress and daily activities.

## Expected Outcomes

- Varied and stimulating activities that will promote children's learning and development.
- That the personal needs of the children are met on a daily basis.
- To ensure that children feel safe, respected, and not threatened. Self discipline is encouraged. Behaviour management is constant.
- That parents are involved and are kept informed of their children's progress.

## Personal and Professional Development

1. To take up the role for this nanny appraisals.
2. To take an active part in professional development:
  - a. Attend workshops where available and appropriate
  - b. Undertake childcare training where appropriate
  - c. Read up-to-date child development literature.

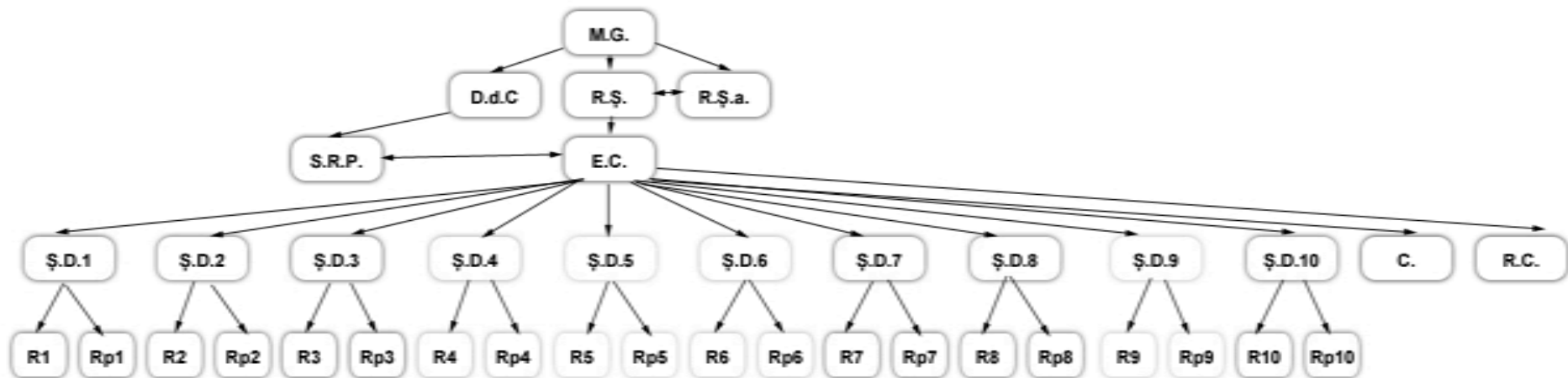
## Expected Outcomes

- That communication and consultation between employer and employee is maintained.
- To remain up-to-date with childcare and education practices.



Disclaimer: HG Kids accepts no responsibility for any dispute arising between the Employer and the Employee from the use of this document. It is provided as an example and is intended as a guideline only.





Legendă:

M.G. = manager general  
 R.Ș. = redactor șef  
 R.Ș.a. = redactor șef adjunct  
 D.d.C. = director de comunicare  
 E.C. = editor coordonator  
 S.R.P. (PR) = specialist relații publice

Ș.D.1 = șef departament Cultură  
 Ș.D.2 = șef departament Divertisment  
 Ș.D.3 = șef departament Economie  
 Ș.D.4 = șef departament IT  
 Ș.D.5 = șef departament Mas-media  
 Ș.D.6 = șef departament Politică  
 Ș.D.7 = șef departament Social  
 Ș.D.8 = șef departament Special  
 Ș.D.9 = șef departament Sport  
 Ș.D.10 = șef departament Știință și tehnică

C = corector  
 R.C. = redactor colaborator

Legendă:

R1 = redactor Cultură  
 Rp1 = reporter Cultură  
 R2 = redactor Divertisment  
 Rp2 = reporter Divertisment  
 R3 = redactor Economie  
 Rp3 = reporter Economie  
 R4 = redactor IT  
 Rp4 = reporter IT  
 R5 = redactor Mas-media  
 Rp5 = reporter Mass-media  
 R6 = redactor Politică  
 Rp6 = reporter Politică  
 R7 = redactor Social  
 Rp7 = reporter Social  
 R8 = redactor Special  
 Rp8 = reporter Special  
 R9 = redactor Sport  
 Rp9 = reporter Sport  
 R10 = redactor Știință și tehnică  
 Rp10 = reporter Știință și tehnică

\* Dacă vrei să ne fii coleg sau să faci practică în redacția noastră, consultă fișele de post pentru a vedea cerințele postului, sarcinile, responsabilitățile și relațiile cu alte posturi. Ne poți contacta apoi în deplină cunoștință de cauză. Nu i se va cere niciodată cuiva să facă mai mult decât este afișat public.

\* Suntem deschiși oricăror propuneri și idei, iar pe parcurs această pagină va fi adusă la zi de câte ori este cazul. Dacă ai impresia că poți contribui cu ceva și nu găsești acel lucru aici, anunță-ne. Vom răspunde prompt.

\* Posturi disponibile în orice moment:

- corectori
- reporteri
- redactori
- redactori colaboratori

\* Dacă reprezinti o companie și vrei să prezinti un produs sau serviciu, aceasta, poți să folosești datele oferite aici pentru a vedea cine este cea mai potrivită persoană cu care să faci legătura.

place in  
the org. chart?



A black and white photograph of a large stack of US dollar bills, including a \$100 bill, with a red speech bubble overlaid. The stack is composed of several thick bundles of cash, some secured with rubber bands. The \$100 bill in the foreground is clearly visible, showing the portrait of Benjamin Franklin. The text "big bonus?" is written in white inside the red speech bubble.

big bonus?



corporate strategic  
meetings?



personal challenge



trust





sense of vocation



freedom & autonomy

A black and white photograph of a hand with three fingers raised, symbolizing achievement or success. The hand is positioned in the center-right of the frame. A red speech bubble is overlaid on the left side of the hand, containing the text "personal achievement".

personal  
achievement

Avant



Après

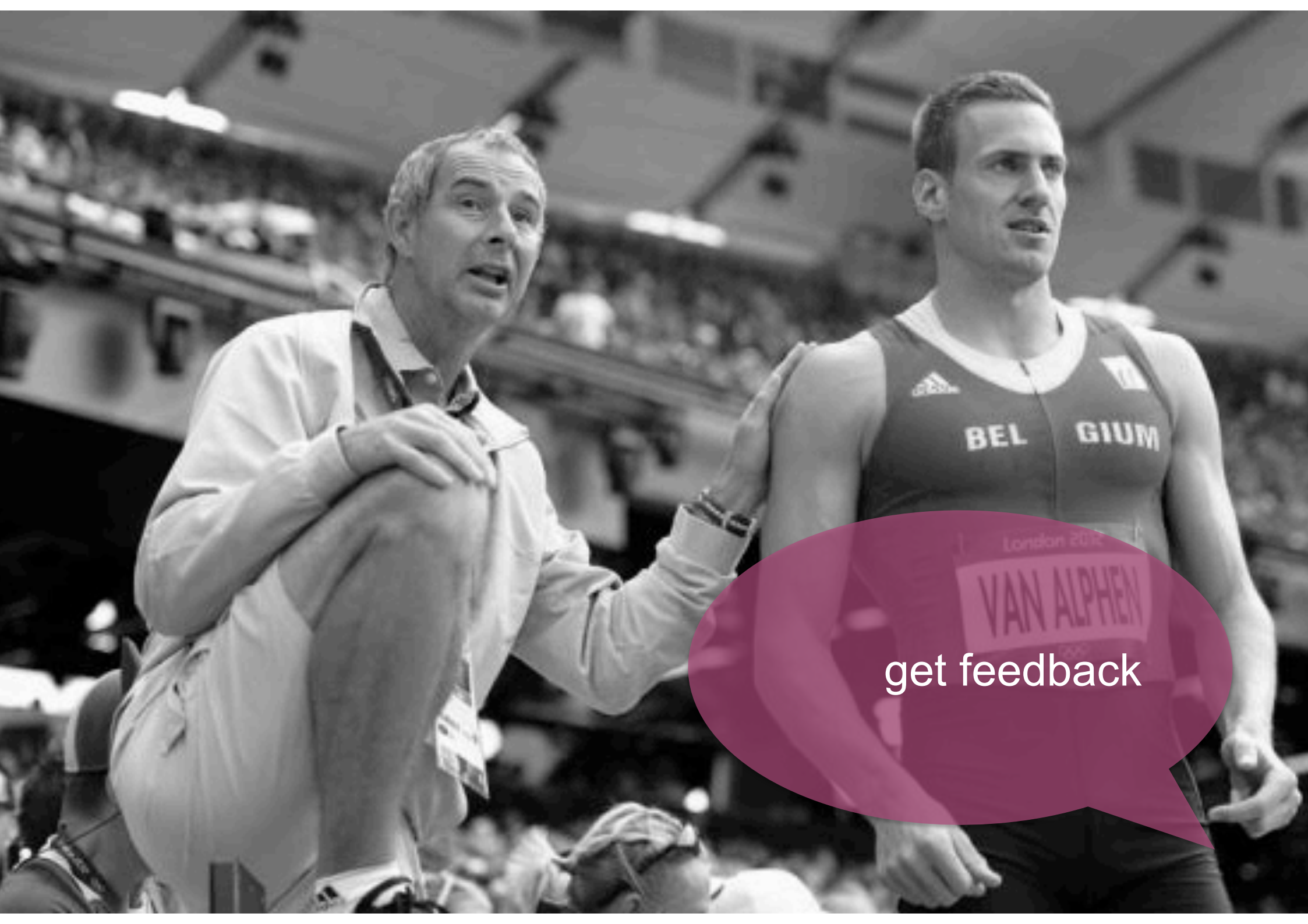


monitor results





feel responsible



get feedback



self confident





work in team





be connected



i mean  
be connected



share passion



2x less sick





6x less absent



Boogla

9x more loyal



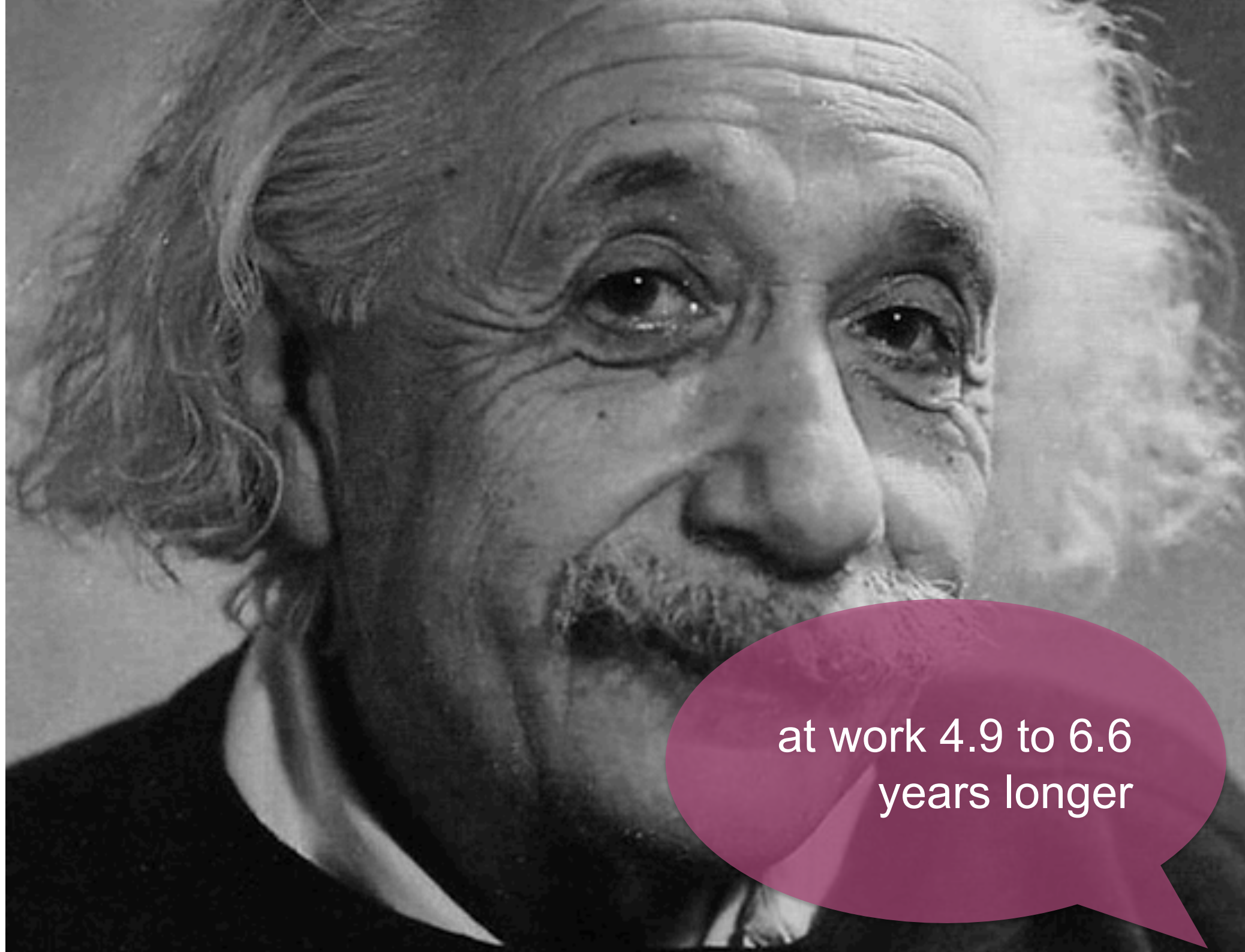
31% more  
productive





55% more creative





at work 4.9 to 6.6  
years longer



350.000.000.000\$



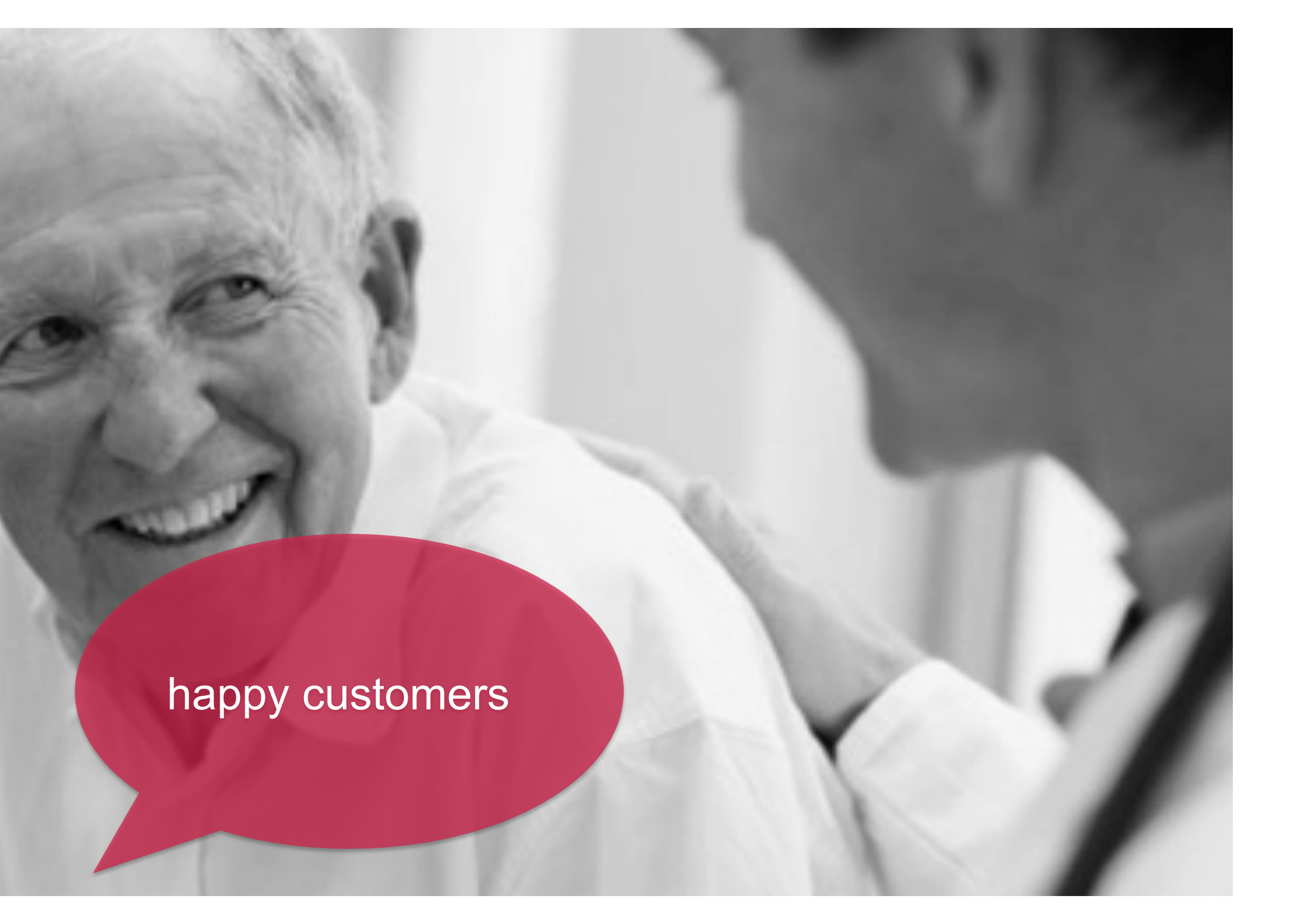
+ SUMMER SCHOOL  
Happy



Don't work, have fun!



happy workers



happy customers





happy shareholders



happy organisation



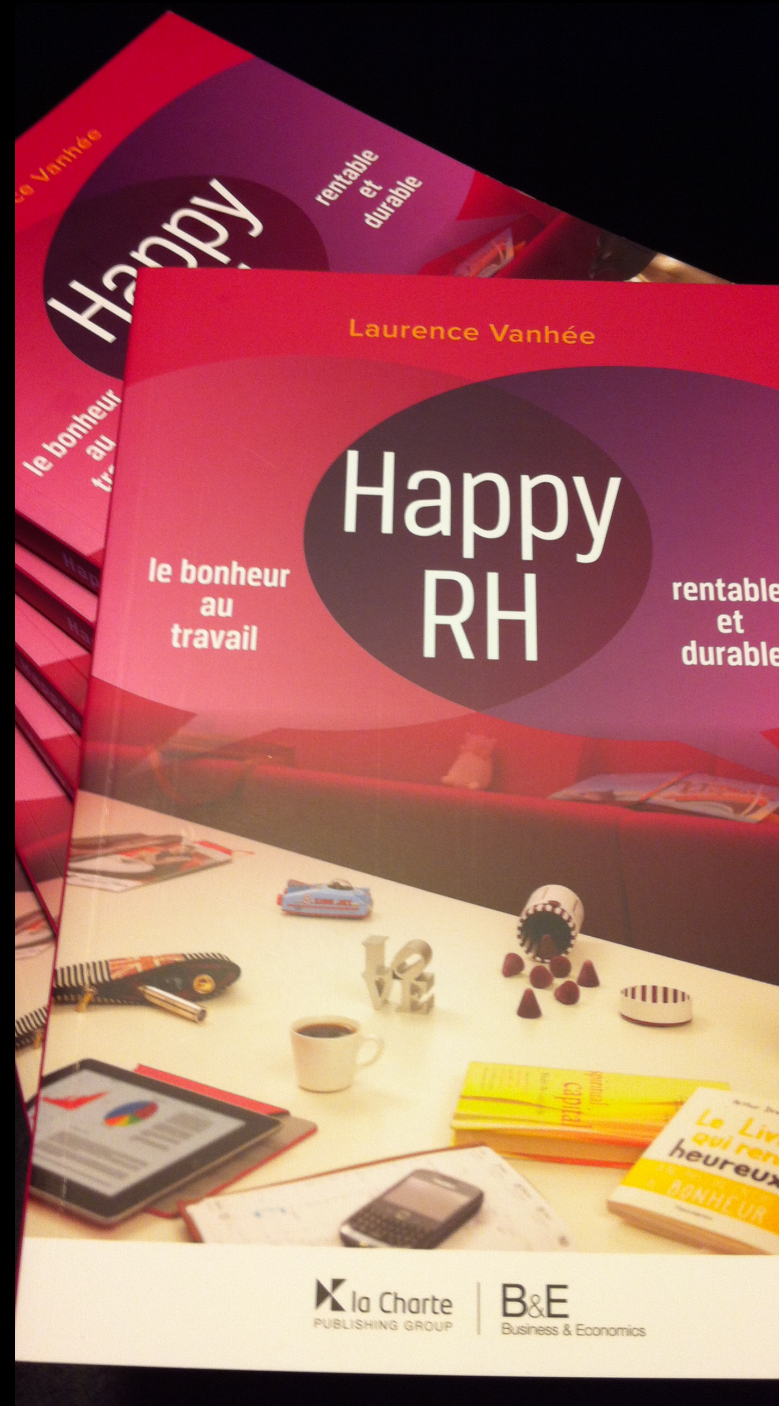
happy organisation





happy organisation





la Charte  
PUBLISHING GROUP

B&E  
Business & Economics



fix the basics



human patrimonium  
& key performance  
indicators



DON'T MANAGE.  
LOVE

Freedom + Responsibility  
=

Performance + Happiness.

the happiness  
equation



new way of  
working (nwow)

oogle



company culture





build a new  
generation of leaders

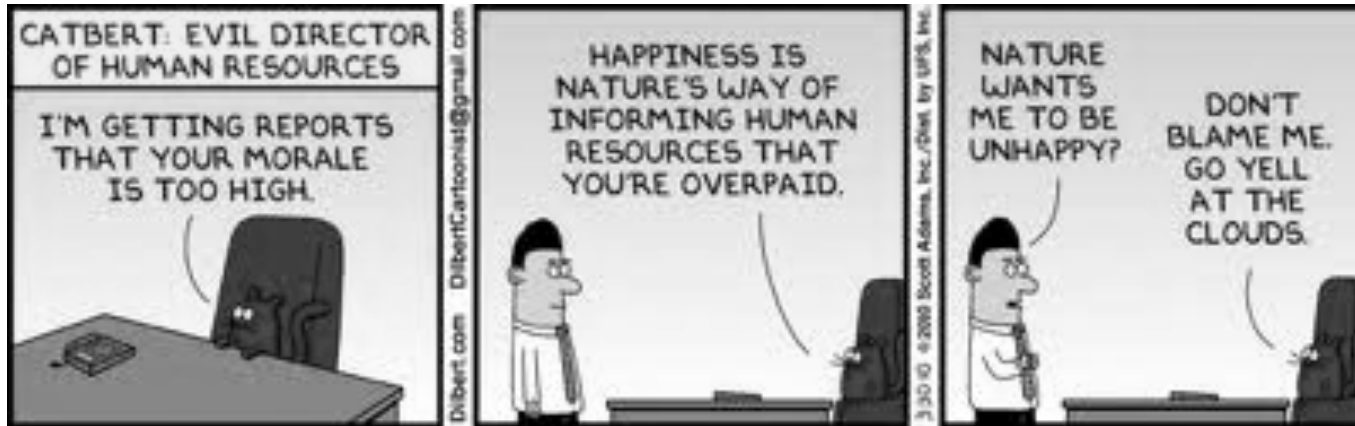


social media & 2.0



ban the rube  
goldberg machine





chief happiness officer



happiness  
at work

**Happy  
HR**

profitable  
& sustainable



**BEHAPPYDAY**  
[www.happinessday.be](http://www.happinessday.be)

“If you  
want  
to be  
Happy,  
be!”  
[Tolstoi]



The image features a classic red and black concentric circle pattern, reminiscent of the end of a Looney Tunes cartoon. The text "That's all Folks!" is written in a white, cursive font across the center of the pattern. The circles are centered and expand outwards from a dark blue/black center. The text is positioned diagonally across the middle of the frame.

*That's all Folks!*