

How to Become a Happy Company?

LRT 2012 Essentials of Happy Companies Research

Based on Happiness Practices of 21 Companies in Hong Kong



LRT Consulting Group

(852) 2890 9887

Lead • Rethink • Trust

www.LRT.com.hk

Introduction

Over the past years, LRT Consulting has been dedicated to investigate about employee wellbeing and to explore ways that strengthen employees' individual sense of accomplishment and workforce happiness in order to enhance organisation performance.

The present “**LRT 2012 Essentials of Happy Companies Research**” is a continuation of the “**LRT 2011 Happy Performing Workforce Campaign**”. After watching the video clips of the 21 companies that were interviewed by the Promoting Happiness Index Foundation for the Happiness-At-Work Index, which were uploaded to youtube.com, we conducted careful analysis of the sharing content.

Two researchers noted down the practices identified by each of the interviewed companies to strengthen employee happiness and commitment. Then, they categorised the practices for further analysis. According to the interviewees' sharing in the clips, a total of 320 minutes, we discovered that the identified practices to become a happy company can be divided into three main areas.



Essentials of Becoming a Happy Company³

★ 3 Main Areas

★ 6 Measures

Employee Career Development and Wellbeing



People Development



Employee Wellbeing

Leadership Style and Performance Management



Respect & Care by Management



Satisfaction / Recognition

Employee Fundamental Needs



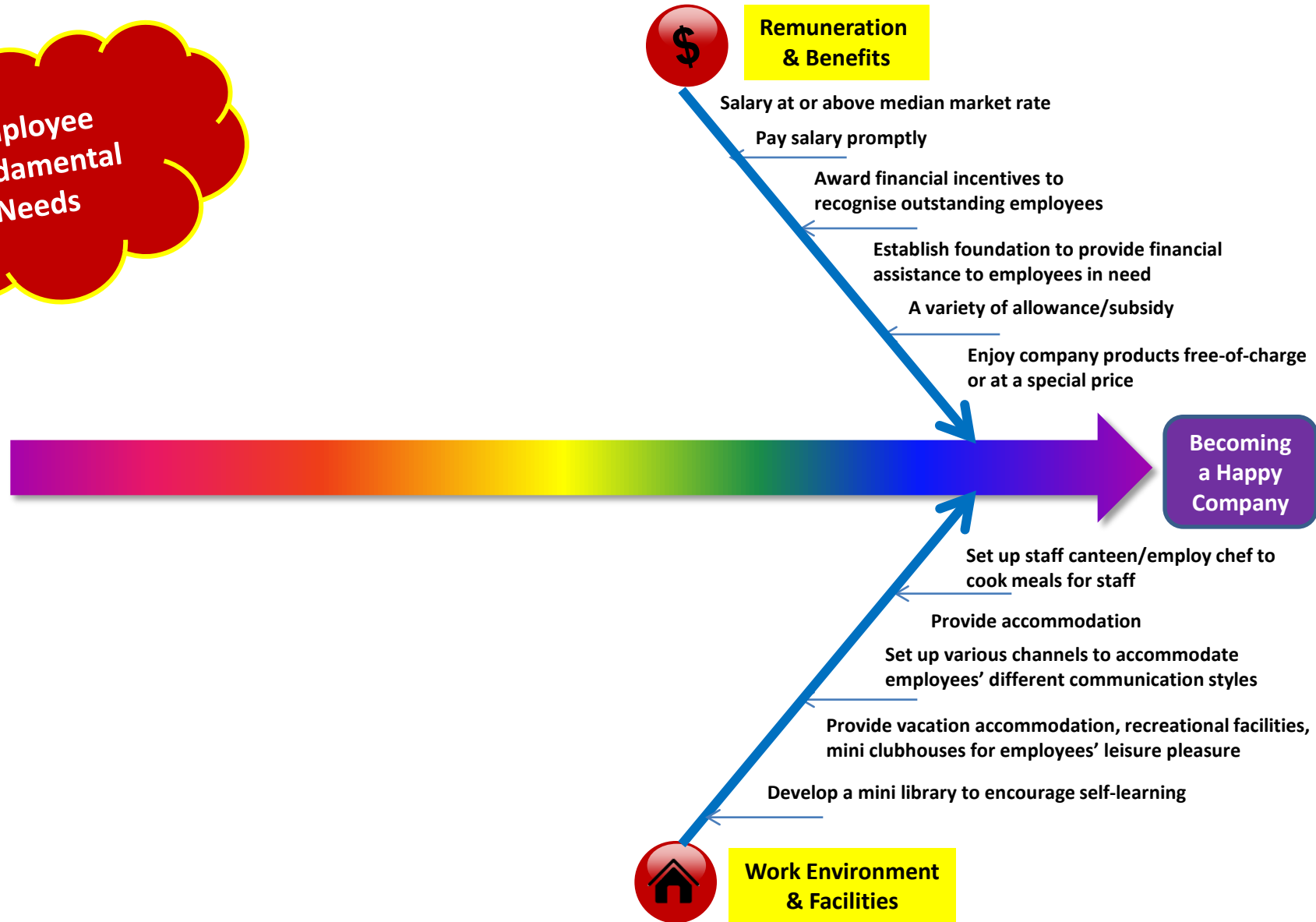
Remuneration & Benefits



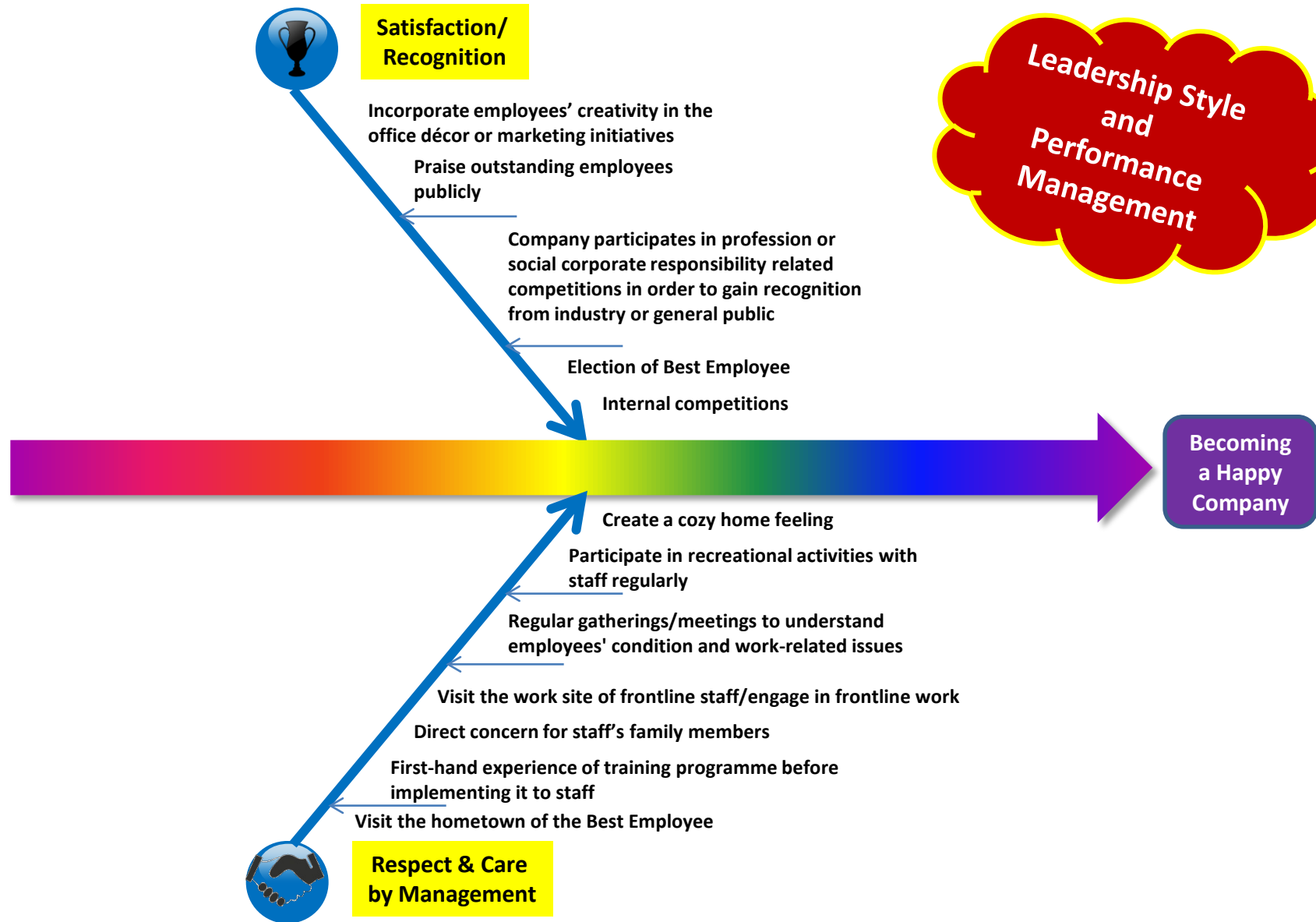
Work Environment & Facilities

Essentials of Becoming a Happy Company⁴

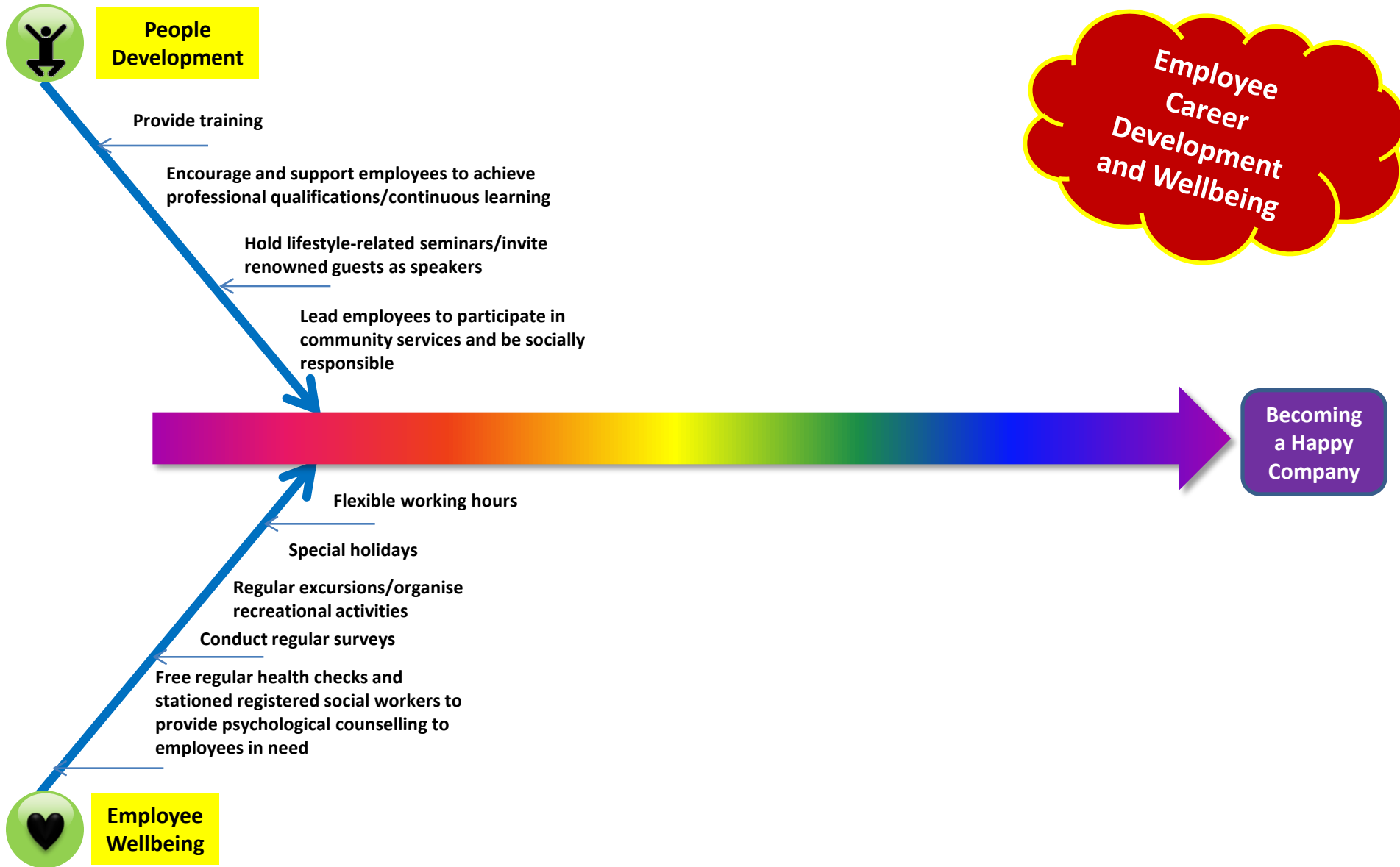
Employee
Fundamental
Needs



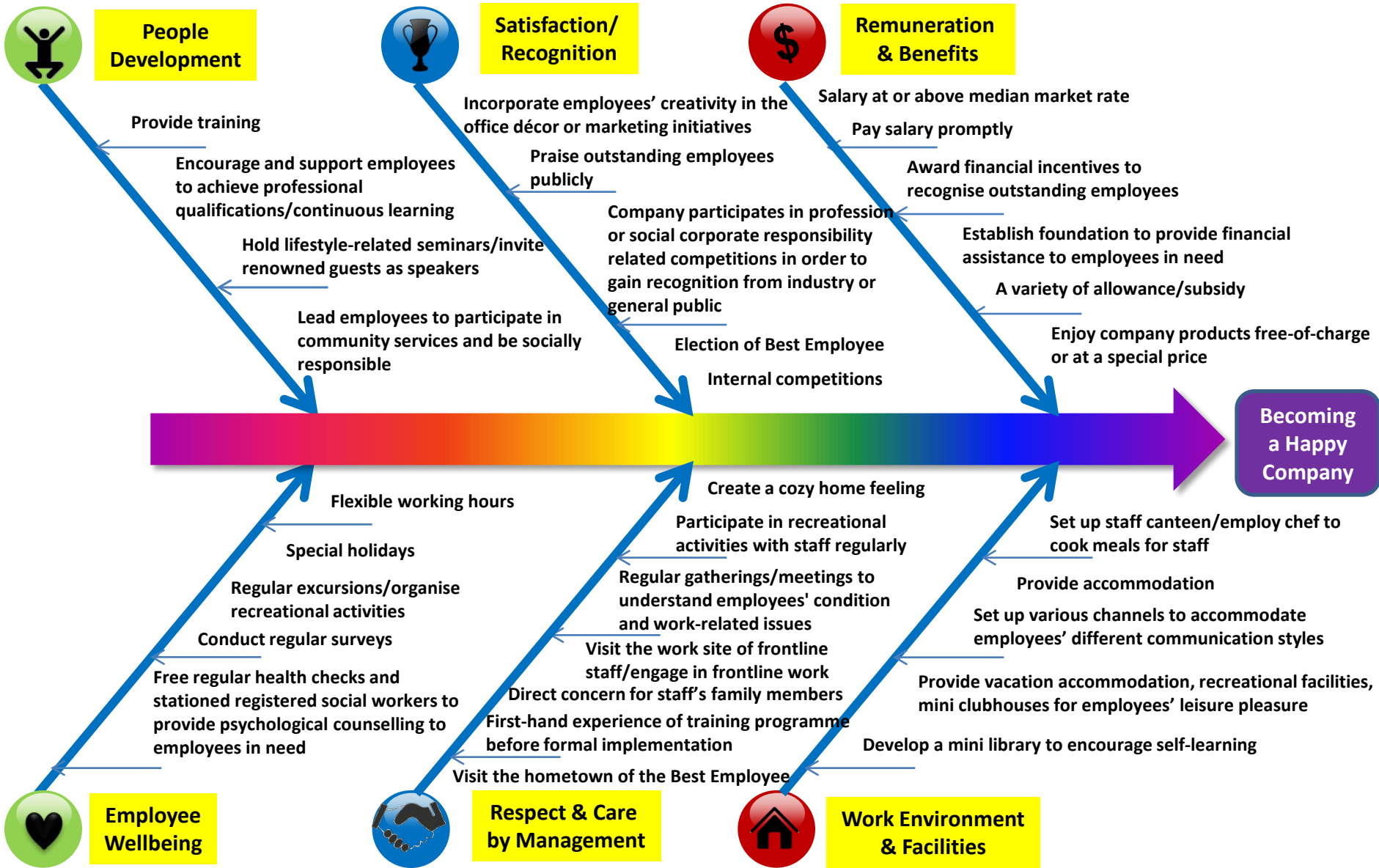
Essentials of Becoming a Happy Company⁵



Essentials of Becoming a Happy Company⁶



Essentials of Becoming a Happy Company ⁷



Extending the “**LRT 2011 Happy Performing Workforce Campaign**”, and being inspired by the Happiness-At-Work Index, compiled by the Promoting Happiness Index Foundation in 2012, LRT Consulting initiated the “**LRT 2012 Essentials of Happy Companies Research**” to share these valuable practical experiences and integrated analysis with people of different industries. These insights contribute to build a happier and more productive workforce and organisational culture.

Should you have any enquiries, you are welcome to contact us:

LRT Consulting (Hong Kong • Shanghai)

Phone : (852) 2890 9887

Website : www.LRT.com.hk

Email : assess@LRT.com.hk

If you are interested in the above-mentioned interviews, the clips for each of the interviewed companies can be viewed at youtube.com.



LRT Consulting (Hong Kong • Shanghai)

Our Core Capabilities

Using an integrated systems improvement and organizational learning approach, we at LRT Consulting focus on the four pillars of competitiveness of our clients in getting a thorough understanding of the issues and in recommending change strategies:

POSITIONING:	Vision and strategic positioning in industry and marketplace
PERFORMANCE:	Performance definition, measurement and management
PROCESSES:	Business process design and management
PEOPLE:	Human resources design and development

Our consulting teams are experienced in designing and implementing customized Organizational Effectiveness, Human Resources Management, Service Quality, Sales Effectiveness and Change Management consulting projects.

To deliver impact on our clients' performance and learning needs, we put trio emphasis on the **DIAGNOSIS, INTERVENTIONS and EVALUATION** phases of the consultancies commissioned by our clients.