

CORPORATE HAPPINESS PROGRAM:

The Science and Art of Happiness

26th February – 3rd March 2020

Rekhi Centre of Excellence for the Science of Happiness, IIT Kharagpur
for AVA Entertainment and Solutions, Mumbai

Overview

Happiness is a potential process of positive outcomes at work rather than a pathway to business success. Thus it is far more than job satisfaction – for happy people take better decisions, develop better skill-sets, remain healthier and calmer, take responsibilities, and nurture trust and positive attitude at work. Thus, happy organizations, research suggests, are often also successful organizations! Companies that address the happiness and wellbeing of their employees frequently come out at the top and sustain their growth. This not only entails that leaders and managers learn how to be happy but more importantly, how to address the happiness and wellbeing of others. The science of happiness is about understanding how things work holistically in a human-conned environment. The art of happiness is often about personal growth and meaningfulness that belongs to the whole. However, it is only when the science and art of happiness are integrated that one can broaden for self and others the deeper meaning in lives. This unique course addresses both the issues and integrates the science, as well as the art of happiness in order to develop insights as well as practical approaches towards creating a happier workplace, based on years of research insights, training and practice.

Approach

The workshop – seven days of learning, reflection, practice and activities at the pristine campus of Indian Institute of Technology (IIT) Kharagpur – will approach the science and art of happiness through immersive and experiential learning that would include mindfulness practices, lectures, games and activities, lab visits, as well as case studies and projects along with a one day retreat away from IIT Kharagpur. It would integrate the science of happiness, the biology, the psychology, various evidences from years of research and success stories with the art of happiness through silence and mindfulness, reflections and evolution of strategies that can be applied beyond self, for one's colleagues and employees.

Areas to be covered

- **Understanding the self and others:** Presentations, interactions and practices will be used to develop insights into self, misconceptions in daily life, sources of unhappiness at the workplace and how to resolve them, developing insights about others through reflection and emotional intelligence and developing strategies to discover more about self and others beyond the workshop.
- **Creating happiness for others at workplace:** Insights into how to make customers and consumers happy, the science and art of complementing through generosity, gratitude and empathy, leading to change and changing the ways of leading, and using 'nudge' – the science and art of small and indirect suggestions, will be covered through lectures as well as practices. Case studies and activities would also be integrated with these sessions.

- **Valuing people and making them feel valued:** The power of persuasion and changing attitudes that lead to happiness, positive negotiations and decisions, managing and transcending failures in organization, transforming and containing stress-contagion would be addressed by looking at their mechanisms, implications, as well as analytical strategies and reflective practices to address them.
- **Measuring happiness and creating happiness strategies:** While providing an overview of social wellbeing, behavioural and psychometric assessment techniques, and assessment of social capital, the workshop would also help the leaders and organizers develop small tool-kits for evaluation in their own organizations.
- **Positive communication and happiness:** Intra-personal, as well as interpersonal communication would be addressed, looking into the various verbal and nonverbal channels, with the role of empathy and positive emotions explored through games, reflective exercises and assessment tools.

Modus Operandi

- Number of participants: Between 30-35
- Per person fee: Rs. 25000 for IITKGP (inclusive of GST but exclusive of travel here and back and food/accommodation)
- AVA Entertainment and Solutions to give to IITKGP: Rs. 7 lakhs

Resource persons

- Prof. Manas K Mandal, Distinguished Visiting Professor, Rekhi Centre & HSS (Science of Happiness)
- Prof. Saamdu Chetri, Visiting Professor, Rekhi Centre (Art of Happiness: Mindfulness and other practices)
- Prof. Priyadarshi Patnaik, Professor and Head, Rekhi Centre & faculty, HSS (Science of Happiness)
- Prof. Sangeeta Bhattacharya, Professor, Rekhi Centre and SMST (Science of Happiness)
- Prof. Anuradha Choudry, Assistant Professor, Rekhi Centre and HSS (Art of Happiness: Yoga)
- Prof. Jenia Mukherjee, Assistant Professor, Rekhi Centre and HSS (Science of Happiness)
- Prof. A. Srikant, Rtd. Professor, Rekhi Centre, (Art of Happiness: Heartfulness)
- Mr. David Jones and Ms. Radhika Punshi, Talent Enterprise, Dubai (over SKYPE, Happiness and Work)

A typical day in the program

- 6.30 am – 7.15 am: Mindfulness practice (5 days)
- 7.15 am – 8.30 am: Breakfast
- 9.00 am – 1.30 pm: Academic Sessions
- 1.30 pm – 2.30 pm: Lunch break
- 2.30 pm – 3.00 pm: Brief walk and noble silence

- 3.00 pm – 5.00 pm: Academic Sessions
- 5.30 pm – 7.00 pm: Practice Sessions and Reflections
- 7.30 pm – 8.30 pm: Dinner Break

** Bus from Guesthouse to Venue and back on each day*

Draft program schedule

	6.30-7.15	Break-fast	9.00-11.00	Tea break	11.30-13.20	Lunch break	15.00-17.00	Tea break	17.30-19.10	Dinner Break
29 th Jan (Wed)	Arrival of participants at IITKGP	TGH	Introduction, overview, ice-breaking & pre-test (8.30)	Venue	SoH1: Understanding self and others	TGH	AoH1: What is mindfulness and how to practice	Venue	AoH2: Guided reflection	TGH
30 th Jan (Thu)	AoH3: Mindful session 1 Mindful movements and types of meditation	TGH	SoH2: Understanding self and others	Venue	SoH3: Creating Happiness for others	TGH	AoH4: Finding sources of unhappiness and how to overcome...	Venue	AoH5: Journal writing	TGH
31 st Jan (Fri)	AoH6: Mindful session 2: different types of mindfulness practices	TGH	SoH4: Creating Happiness for others	Venue	SoH5: Valuing others	TGH	SoH6: Positive Communication	Venue	AoH7: Busyness and how to overcome through mindfulness	TGH
1 st Feb (Sat)	AoH8: Yoga session 1	TGH	SoH6: Creating Happiness for others	Venue	SoH7: Valuing others	TGH	SoH 8: Happiness at Workplace	Venue	Lab Visit	TGH
2 nd Feb (Sun)	Departure for Retreat	On the way	AoH & SoH: Retreat activities: Interaction, games, reflection, mindfulness, meditative walks and discussions (+AoH9)						Departure to IITKGP	TGH
3 rd Feb (Mon)	AoH9: Yoga session 2:	TGH	SoH9: Measuring Happiness	Venue	SoH10: Measuring Happiness	TGH	Lab Visit	Venue	AoH10: building good habits for mindfulness	TGH
4 th Feb (Tue)	AoH12: Mindful session 3 different types of mindfulness practice	TGH	Presentations and discussion	Venue	Presentations and discussion	TGH	Departure from IITKGP			