

LEADERSHIP TOWARD HAPPINESS



GENTEX[®]
TRAINING CENTER



Introduction

Leadership Toward Happiness Training Course develops leaders who can build workplaces where people perform well and feel well at the same time. Happiness at work is not comfort or indifference to results; it is a state where people find meaning, use their strengths, and trust their colleagues. Leaders shape that state more than any policy does. This program draws on positive psychology, engagement research, and wellbeing practice. It covers strengths, purpose, recognition, psychological safety, and workload design. As a result, participants learn to raise engagement without lowering standards. Furthermore, the course covers burnout prevention, resilience, and the routines that keep a team healthy over time.

Leadership Toward Happiness Course Objectives

- Define workplace happiness and how it connects to performance.
- Apply the PERMA model of wellbeing to team practice.
- Use the VIA character strengths framework in leadership.
- Build psychological safety using the four-stage model.
- Apply Herzberg's theory and self-determination theory to motivation.
- Design recognition practices that feel genuine and fair.
- Strengthen positive communication and appreciative inquiry.
- Manage workload, recovery, and burnout risk.
- Build team resilience using the resilience pillar framework.
- Measure engagement and wellbeing with practical indicators.

Course Methodology

- Facilitated sessions grounded in positive psychology research.
- Strengths and wellbeing self-assessment tools.
- Role-play of recognition, coaching, and wellbeing conversations.

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Info@gentextraining.com



- Case studies from high-pressure and service environments.
- Group exercises in engagement and recovery planning.
- Simulation of burnout risk identification and response.
- Peer feedback, reflection, and a personal happiness leadership plan.

Who Should Take This Course

- Managers and team leaders at all levels.
- HR and people experience professionals.
- Wellbeing, engagement, and culture leads.
- Operations and service managers with large teams.
- Change and transformation managers.
- Health, safety, and welfare coordinators.
- Executives building a people-centred culture.

Leadership Toward Happiness Course Outlines

Day 1: Happiness, Wellbeing, and Performance

- Defining workplace happiness and its evidence base.
- The PERMA model: positive emotion, engagement, relationships, meaning, accomplishment.
- Why wellbeing drives sustainable performance.
- Common myths about happiness at work.
- The leader's influence on team climate.
- Behavioural indicators of a healthy team.
- Workshop: team wellbeing baseline assessment.





Day 2: Strengths, Purpose, and Meaning

- The VIA character strengths framework.
- Identifying and using individual strengths.
- Job crafting and role adjustment for fit.
- Connecting team purpose to individual meaning.
- Growth mindset and learning from setbacks.
- Positive psychology interventions in daily work.
- Workshop: strengths mapping for a team.

Day 3: Motivation, Recognition, and Fairness

- Herzberg's two-factor theory in practice.
- Self-determination theory: autonomy, competence, relatedness.
- Designing recognition that feels genuine.
- Fairness, transparency, and trust behaviours.
- Appreciative inquiry and positive feedback practice.
- Building autonomy without losing accountability.
- Role-play: a recognition and development conversation.

Day 4: Psychological Safety, Communication, and Team Climate

- The four stages of psychological safety.
- Encouraging voice, contribution, and constructive challenge.
- Positive communication and active constructive responding.
- Managing conflict without damaging relationships.

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- Inclusive practice and belonging.
- Handling setbacks without blame.
- Workshop: designing a team climate action plan.

Day 5: Resilience, Workload, and Sustainable Leadership

- The resilience pillar framework for teams.
- Workload design, recovery, and energy management.
- Recognizing early signs of burnout and stress.
- Supporting individuals through difficult periods.
- Leadership self-care and boundary setting.
- Measuring engagement and wellbeing indicators.
- Capstone: presenting a 90-day happiness leadership plan.

Conclusion

By successfully completing Leadership Toward Happiness Training Course, participants will have acquired the knowledge to build a team climate grounded in purpose, strengths, recognition, and psychological safety, while managing workload and protecting wellbeing. They will also understand how to measure engagement and resilience and act on what the data shows. Gentex Training Center delivers this program through applied workshops and expert facilitation, helping leaders build teams that thrive and perform.

FAQs for the Leadership Toward Happiness course





Q1 What is the "Leadership Toward Happiness" course about?

It is a training program that teaches leaders to build engagement and wellbeing without lowering performance standards. It covers positive psychology, strengths, motivation, recognition, psychological safety, resilience, and workload design.

Q2 What are the key benefits of the "Leadership Toward Happiness" course?

Participants gain stronger team engagement, more genuine recognition habits, and confidence in handling wellbeing concerns. Organizations benefit from lower burnout and turnover, higher discretionary effort, fewer stress-related absences, and teams that stay healthy under pressure.

Q3 What skills will I gain from the "Leadership Toward Happiness" course?

Participants build wellbeing and engagement leadership, strengths-based development and purpose alignment, motivation, recognition, and fairness practice, and psychological safety, positive communication, and resilience building.

Q4 What tools, methods, or standards are covered in the "Leadership Toward Happiness" course?

The course covers the PERMA model, the VIA character strengths framework, job crafting, Herzberg's two-factor theory, self-determination theory, the four stages of psychological safety, appreciative inquiry, active constructive responding, the resilience pillar framework, and engagement and wellbeing indicator sets.



Q5 How is the "Leadership Toward Happiness" course applied in real-world practice?

Learners apply it by mapping team strengths, adjusting roles for better fit, running recognition practices consistently, encouraging voice in meetings, reviewing workload and recovery, and tracking engagement and wellbeing indicators with their teams each quarter.