MASTERCLASS · TRAINING PROGRAMME

Organisational wellbeing
and hygge at work

hygge
Organizational Mental Health Promotion Project
By João Paulo Pereira

4 HOURS / IN PERSON OR ONLINE

Wellbeing is not decreed nor served as fruit: it is built in working conditions, relationships and rituals. This programme translates Danish hygge into measurable organisational practices.

Objectives

- Ground organisational wellbeing in indicators and results.
- Identify the concrete conditions that promote or destroy wellbeing.
- Apply hygge to spaces, rituals, communication and leadership.
- Measure progress and communicate results without populism.

Themes and training dynamics

20 min	**From wellbeing to hygge**	Origin of the concept and why it works in organisations. What hygge is not.
35 min	**What sustains wellbeing**	Conditions, relationships, autonomy and recognition. Indicators that anticipate problems.
40 min	**Hygge in space and time**	Light, noise, breaks, meals, meetings and welcome. What changes in the day.
10 min	**Break**	
40 min	**Rituals and leadership**	Ceremonies, celebrations, feedback and trust. The role of leaders in wellbeing.
40 min	**Hygge workshop**	Each group designs a wellbeing plan: diagnosis, measures, rituals and indicators.
30 min	**Measuring and communicating**	How to evaluate impact, avoid empty symbolism and present results to management.
25 min	**Action commitment**	Each participant defines one measure to implement and how to check its effect.

Leave with an organisational wellbeing plan, with rituals, measures and indicators linked to results.

Make work a place people want to be.

João Paulo Pereira · People & Organisations

jpp@hygge.pt / +351 963 476 723 / jpsper.com