



### PROGRAM OVERVIEW

The program needs to educate senior professionals on the key concepts of happiness and to provide them with tools which will help them bring the concept of happiness back to their organization. The course is also designed to provide them access to latest Gallup research on the subject and provide them with practical ideas and frameworks that will help them accelerate the drivers of happiness and help them apply these ideas in their respective workplaces.

### PROGRAM METHADODOLOGY

Currently the plan is for Gallup to lead 3 out of the 5 modules and these 3 modules are designed to use the most practical approach to deliver the course keeping in mind the most effective adult learning techniques. The participants can expect the following during the course of this program:

- ▷ Lecture modules delivered by the subject matter experts.
- ▷ Use of cutting edge tools on various topics covered in the program.
- ▷ Access to Gallup's research repository on the subject.
- ▷ Case studies discussion
- ▷ Class room activities.
- ▷ Project work.

### OBJECTIVES

Through this program RIT aims to help the participants to:

- ▷ Understand the scientific and practical notions of happiness in a professional environment.
- ▷ Understand how to evaluate and assess an organization in terms of individual and corporate happiness and the related constructs.
- ▷ Understand leadership strategies and techniques that can increase happiness and apply them in corporate environment.
- ▷ Application of corporate happiness concept understood during the diploma by the creation of a Corporate Happiness Strategic Plan for their organization.
- ▷ Become experts in current best practices of corporate happiness measures in both the UAE and beyond.

### PROGRAM MODULES

Duration: 05 Months (03 days each month)

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### Module 01

Introduction to Happiness and strategies of happiness – Led by RIT

**The Science of Happiness:** Introduction to current scientific happiness research that identifies the most important factors that have been proven to influence a person's general happiness.

**Happiness in Different Cultures:** Since the UAE hosts people from many nationalities and cultures, understanding happiness in various cultures is critical.

**Happiness in the UAE:** Participants will receive an overview of the UAE government initiatives on happiness. There will be an in-depth discussion on the strategies already in place and future strategies.

**The Assessment of Happiness:** Introduction to different assessment tools that can measure happiness in your organization. We will critically assess each tool and also explore the potential dangers of happiness measurement.

### Module 03

Happiness strategy 2: Engaging teams and organization – Led by Gallup

1. Introduce employee engagement and provide the knowledge, strategies and tools they need to understand, measure and create engagement with their team.

2. Gaining leaders' active support of and participation in engagement initiative.

3. Provide the foundational knowledge and advanced strategies that participants need to help managers and teams take responsibility for creating an engaging workplace.

4. Help participants understand how to create the cultural conditions for sustainable engagement and performance

### Module 05

Coursework/project – Led by RIT

Participants would develop a Happiness Strategy Plan for their organizations or department that integrates what they have learned during the diploma.

OR

Present an innovative project that shows they can apply practical aspects of the program's innovative thinking. This project has to be related to the enhancement of happiness in the organization or on a city/national level.

### Module 02

Happiness strategy 1: Culture of happiness through wellbeing- Led by Gallup

1. Learn Gallup's holistic definition of happiness or subjective well-being & the 5 elements: Purpose, Social, Physical, Community and Physical.

2. Analyze key value propositions and discuss how to apply them to your organization

3. Learn the relationship between happiness and employee engagement.

4. Understand the interplay of the two constructs, and where to begin in your organization's journey .

5. Review Gallup's recommended well-being organizational action plan framework

### Module 04

Happiness strategy 3: Focus on individual strengths – Led by Gallup

1. Identify and build upon your greatest talents

2. Realize the connection between strengths development and employee engagement

3. Explain the benefits of various themes and how they contribute to an organization

4. Analyze how talents from all themes can contribute to a strength in performing one's role

5. Define the concept of "lesser talents" and identify strategies for managing them

6. Practice the application of talents from various themes to specific work-related challenges

7. Learn the specific role of leaders and managers in creating a culture of well-being, and how they differ

8. Identify the 4 pillars of managers' role at the local level

# R·I·T Dubai

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