



:: Newsletter July 2005 ::

Future leadership & worklife

Dialogue groups - Articles - Research - Books - Seminars

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New logics form future businesses

“Man skal yde, før man kan nyde!” [duty before pleasure]. This is just one example of the many proverbs that reflect the logics and basic assumptions that we for a long time have been basing our lives on. Logics that throughout the industrial era have created efficiency and results.

But what happens when muscles and machinery are replaced with brain power? Well, one thing is for sure - you can't use the same tools for maintenance and development. In the new era of knowledge and innovation we need new logics in order to create value and growth for future businesses.

We are still in the midst of defining the modern workplace and understanding the many new demands. Therefore, it is useful to challenge our basic assumptions – to move our focus into other directions than we are used to. And because we are still standing on virgin ground, we need new role models and sources of inspiration. We need to hear about businesses and individuals that have moved into new directions and thereby have obtained valuable experiences.

In the middle of all the daily to-do's there are, however, not many who have the time to read about and look into all the latest research and innovative business practices.

Therefore, new Inspiratorium® dialogue groups will be starting up after the summer holiday. In the dialogue groups we meet around some pre-defined topics that evolve around some of the leadership, work and learning forms that will have an influence on the innovative and competitive power of businesses now and in the future.

The purpose of the dialogue groups is to lift leadership and worklife into a broader perspective, and thereby create new insights and frames of reference that can inspire to new practices in both the workplace and in our own lives.

You can read more about the dialogue groups, programme content etc. (in Danish) [here >>](#)



What science knows about happiness

What is it that makes our hearts sing? In a special issue about happiness from February this year the news magazine Time refers to the findings of a number of happiness researchers. Some of their findings may surprise you.

You may already know:

- that factors such as where you live, how much you earn, your job title or even your state of health don't have any significant effect on your happiness. The most important happiness factor is rather strong, personal relationships (so spend time on family and friends!),
- that you by taking care of your body through sleep, exercise, stretching, smiling and laughing can improve your mood,
- and that people are most happy with their jobs when there is a certain amount of freedom and decision-making power.

But did you, for example, know:

- that you can enhance not only your happiness, but also improve your physical health and raise your energy levels by showing gratitude, by for example writing your own "gratitude diary" minimum once a week, where you note down 3-5 things - big or small - that you feel grateful for,
- or that you by thanking one of your "mentors" - someone whom you owe a debt of gratitude for guiding you at one of life's crossroads (teachers, parents etc) - with a "gratitude visit" you become measurably happier and less depressed a whole month later,
- that there are positive "side effects" of practicing both spontaneous acts of kindness (such as letting a busy person go ahead of you in the checkout line) as well as more organized acts of kindness (such as bringing out Sunday supper to an elderly neighbour),
- that there are 3 components of happiness: (1) pleasure, (2) engagement - the depth of involvement with one's family, work, romance and hobbies, and (3) meaning - using personal strengths to serve some larger end. And that it is pleasure that most of us focus our lives on, although this component in fact is the one with the least effect?

You can read more of the many interesting articles from the Time special issue [here>>](#)



...Country music is not going to help much on this thing about happiness!

Apropos happiness, here is one of the more quaint features: It has now been proven that country music gives you the blues!

- According to the British Medical Journal researchers have found out that in American cities where primarily country music is played on the radio stations the suicidal rate is higher than average.

However, as it is also pointed out, this is only the case for the white part of the population. The African American part of the population don't seem to be affected...but as they also conclude: Maybe this is because this part of the population doesn't listen much to country music in the first place!

You can read more about the research results [here>>](#)



By the way, the researchers behind these findings last year won the Ig Nobel Prize - a prize which the past 14 years has been awarded to "unusual research" (within for example technology, science, medicine etc.) that makes people both laugh & think.

You can read more about the Ig Nobel Prize at www.improbable.com...and in case you should want more there is also the opportunity to get hold of some entertaining reading - several of these unusual research projects have been published in a series of books.

See book overview [here>>](#)

Half-day seminar on work-life balance in Århus 23 August

Tuesday 23 August from hrs. 1400-1730 the Centre For Balance between Work Life and Family Life (CBAF) is holding a fundraising seminar on "Work-life balance - it's about leadership".

The KaosPilots will be hosting the seminar, and among the key note speakers are CEO Preben Mejer, Innovationlab, CEO Rune Sørensen, Epoka and CEO Helle Rosdal Lund from CBAF.

Price per participant: 875 kr. + VAT. If you are already a CBAF member you get a 10 % discount.

Read more about the seminar, sign-up etc. [here>>](#)

You can read more about CBAF's work at www.cbaf.dk

cbaf.dk

Interview in Femina about holistic practices in the workplace

16 June the weekly women's magazine Femina brought an article series about holistic practices and soft values in the workplace.

One of the articles brings an interview with me, where I explain why businesses should be "passion-driven", how "feminine values" are gaining their way into the workplace, and how these values can be made visible on a day-to-day basis.

You can read the article (in Danish) [here >>](#)

FEMINA

The newsletter from Tania Ellis is for everyone that has an interest in or works with initiatives, which can contribute to enhanced working joy, quality of life, as well as sustainable businesses. Quotes from the newsletter may be used along with a clear acknowledgement of the source and with reference to www.taniaellis.dk. If you know of anyone who would find the newsletter of interest, you are welcome to forward this mail. If you have books or articles that you can recommend, if you know of coming conferences, talks or other activities, which could be of interest to the readers of this newsletter, please feel free to send a mail to te@taniaellis.dk. You can subscribe and unsubscribe to the newsletter on www.taniaellis.dk/uk/contact/html.