



:: Newsletter August/September 2006 ::

Future leadership & worklife

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Master's thesis about meaningful work

The two newly hatched sociologists Rikke Dalsted and Jannie Noer recently completed their studies at the University of Copenhagen with their master's thesis "Ledelse til et meningsfuldt arbejde [Leadership for meaningful work]. The objective of the thesis has been to explore whether meaning is in fact something that leaders and employees relate to – and, if so, how this affects daily people management in practice. The thesis is amongst other things based on interviews of leaders and employees in three large Danish companies.

The results of the study show amongst other things that:

- meaningful work is something that both leaders and employees consider important and prioritise;
- it is experienced on a daily basis;
- meaningful work by employees is often associated with social aspects;
- it is also a individual and personal experience;
- management must therefore use the individual as a starting point;
- meaningful work is the joint responsibility of both employees and managers.

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

PS. The authors of the thesis are at this moment writing a short version of their results. Anyone interested can receive the article once it is ready by mailing either Rikke Dalsted (rikkedalsted@yahoo.com) or Jannie Noer (jannie.noer@gmail.com).



Free course on corporate social responsibility

In recognition of the fact that social responsibility can make a positive difference for corporate competitiveness, the Danish Commerce and Companies Agency [Erhverv- og Selskabsstyrelsen] have launched the project "People and Profit" [Overskud med Omtanke]. The project aims to show leaders and members of staff in small to medium sized companies how to work strategically with corporate social responsibility (CSR), so that it strengthens both reputation and profits.

Therefore, the Danish Commerce and Companies Agency is offering a totally free 1-day course with accompanying instructors and material that provides insights into the different possibilities that exist within CSR as well as concrete tools to realise these within a corporate setting.

In addition, the course is AMU-certified, so in most cases companies will get wage subsidies while the employee is attaining new knowledge. In particular, employees within accounting, sales, management, environment, workplace environment, communication and elected spokespersons will benefit from the course.

The course will be offered during autumn at a range of business schools around the country. See their course overview and sign up [here >>](#)

Companies can also order the course for specific in-house training purposes (for example with a particular focus on the problems of supplier management or workforce areas).

More about the course and other project activities can be found at www.overskudmedomtanke.dk

Or by contacting the project secretariat at phone +45 33 97 80 15 or overskudmedomtanke@r-m.com



National work-life balance week

On the initiative of the Centre for Balance between Work and Family life [Center for Balance mellem Arbejdsliv og Familieliv, CBAF], Denmark will during week 44 (30/10 – 3/11) for the first time ever have a national work-life balance week. The purpose is to create debate and to find new solutions in relations to the many possibilities and challenges by modern work/life.

The national week consists of a number of different activities:

Competition: What is “the good life” for you? How do you organise your days so that they are balanced and provide energy to your private life and worklife? Or how would you like to create your own work-life balance? What is needed from society, and what do you and your workplace need to do? If you have any potential solutions to these questions, you can submit them to CBAF by latest 1 October 2006. Read more (in Danish) [here >>](#)

Award nominations: It is possible to submit nominations to the categories “Denmark’s most family friendly workplace” and “Denmark’s best boss”. The deadline is 1 October 2006. Winners will be announced on 3 November 2006. Read more about the nomination criteria [here >>](#)

Strategic partnerships: As a company it is possible to enter into partnership with CBAF in connection with the national week. Read more about the many advantages of a partnership (in Danish) [here >>](#)

Theme day events: During the course of week 44 different topics, challenges and perspectives relating to the work-life balance will be covered by a number of speakers at events in Copenhagen, Hellerup, Aalborg and Aarhus. As subscribers to this newsletter you gain a 10 percent discount if you sign up to one or more theme day events before 15 September. Read more about the theme day program (in Danish) [here >>](#)

Dialogue tools: “Take your life with you to your workplace” [Tag dit liv med på arbejde] is a dialogue tool that is ideal for informal focus on various work-life topics in your department/team. The tool can be ordered [here >>](#)

You can read more about the whole national event on www.worklife-balance.dk

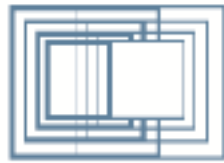
cbafe.dk

Leadership conference in Copenhagen 5 September

How can you become a more inspiring and creative leader? How can you create results by using more of your own talents in your work as a leader? How can you motivate and engage your employees to do the same? And how do you link joy of work with leadership?

The management consultancy Arts in Business has invited Irma's director Alfred Josefsen and professor Steen Hildebrandt from Aarhus Business School to talk about future leadership. The participants will have the opportunity to enter into dialogue with both the other participants and Alfred Josefsen and Steen Hildebrandt.

You can read more about the conference and sign up at www.artsinbusiness.dk



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.

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