

# Course : Chief Happiness Officer, the keys to the position

*Practical course - 2d - 14h - Ref. HEF*

*Price : 1360 € E.T.*

The position of Chief Happiness Officer (CHO) is a new one in the company. This training course will enable you to set up a Quality of Life at Work improvement program, by taking an informed look at the company's human functioning and identifying the levers for employee well-being.

## Teaching objectives

**At the end of the training, the participant will be able to:**

- ✓ Understanding the challenges and components of Quality of Life at Work
- ✓ Discover the CHO's missions and place in the internal organization
- ✓ Acquire evaluation indicators for auditing in order to adapt actions
- ✓ Integrating CHO tools

## Intended audience

Anyone wishing to develop employee well-being within their company.

## Prerequisites

No special knowledge required.

## Practical details

### Hands-on work

Theoretical input and practical exercises, exchanges and feedback.

## Course schedule

### PARTICIPANTS

Anyone wishing to develop employee well-being within their company.

### PREREQUISITES

No special knowledge required.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.

Participants also complete a placement test before and after the course to measure the skills they've developed.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

## 1 Corporate well-being: definition and challenges of happiness at work

- From psychosocial risks to benevolence at work.
- Consistency with the company's values, culture and vision.
- How digital technology impacts interpersonal relations.
- The challenges of the job in the face of societal expectations.
- The correlation between happiness and performance.

### Storyboarding workshops

Feedback and confrontation of visions of happiness at work.

## 2 The Chief Happiness Officer: roles, missions and limits

- From the injunction to happiness to benevolent accompaniment.
- An overview of Quality of Working Life missions.
- CHO skills and know-how.
- Restate the CHO's function within the organization.
- Function limits: avoid "happy washing".

### Exercise

Definition of the ideal situation: company context and CHO profile.

## 3 Approach and implementation: observe, capitalize on and encourage

- Well-being measurement tools and indicators.
- Capitalize on existing systems: psychosocial risks, diversity, non-violent communication, etc.
- Create a favorable environment for creativity and innovation.
- Identify the dual perspective: collective and individual.
- From intention to action: implementation and animation.

### Role-playing

Preparation of an employee well-being audit.

## 4 The CHO toolbox

- Energize work and meeting spaces.
- Organize events and propose activities.
- Provide permanent collective solutions.
- Provide individualized one-off assistance.
- Facilitate flexibility and support teleworking.

### Case study

Analysis of costs and impacts of selected solutions.

## 5 From feedback to CHO implementation

- Learn from the experiences of the first CHOs.
- Analyze existing practices.
- Create a customized action plan.

### Storyboarding workshops

Exchanges of best practices based on testimonials of company experiments.

#### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

#### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

2026 : 12 Mar., 18 June, 29 Oct.

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