

# Jennifer Moss

## *Presentations*

### **The HERO Generation - Unlocking Happiness in Schools**

Jennifer and her research team developed the HERO Generation Program to build up the psychological skills of everyone involved in the education system - this way, there is an aligned value system between teachers, students, administrators and even trustees who engage in the program. Based on a happiness model rooted in neuropsychology, the program focuses on the emotional traits that are represented in the happiest and highest performing people in the world: Hope, Efficacy, Resilience, Optimism, Gratitude, Empathy, and Neuronal control (mindfulness), hence, HERO GEN.

Teachers and staff are required to be empathetic to a variety of stakeholders and it can become depleting. But with emotional intelligence training, Jennifer's team has been able to reduce stress and burnout. Furthermore, they also saw significant improvement in academic performance and engagement in students across the spectrum from K to 12.

Jennifer will provide research outcomes through real world examples of teachers, administrators and students who are engaged in the program. She shares the successes and the pitfalls of disrupting one of the oldest institutions in the world, and what tangible actions educators can take to bring elements of the HERO teachings back to their school ecosystem.

Happiness in schools can also impact happiness in communities. The larger ecosystem around schools include parents and surrounding neighbourhoods, and through a longitudinal study, Jennifer will be investigating correlates like employment and crime rates, as well as overall mental and physical health of the community at large.

### **Conscious Capitalism**

This talk will focus on the term Conscious Capitalists, a new wave of highly recognized leaders and organizations who have adopted the double bottom line approach to building and running their companies. We will learn how they are executing this mission at the highest levels and disseminating this way of thinking to the public and with their employees. From a boutique design agency with 35 employees to a global grocery retailer with over 91,000 employees, we will learn the true definition of Conscious Capitalism. Jennifer looks at companies who are engaging in this strategy and the outcomes of those efforts. She will provide audiences with the tools to bring this mindset back to their organizations.

### **How to Develop Workplace Relationships**

Research shows that one of the strongest correlations to workplace happiness is a sense of community and having friendships at work. To achieve these outcomes employees need to feel supported and valued. They must build authentic relationships with the people they work with day in and day out. In this keynote, Jennifer will discuss how to build stronger relationships at work using the H.E.R.O. tools. She will explore actionable ways to be a better employee, leader and friend to your peers using Hope, Efficacy, Resilience and Optimism at work and at home.

### **The Happiness Economy**

Organizational culture is the set of shared beliefs and values within an organization that help shape behavior. Like community or national culture, organizational culture is an indispensable aspect of any company. It's the holistic understanding of an organization's goals and how they will be achieved. Organizational culture answers the question why do we do what we do? After two decades of research, we can prove that there is a direct correlation between a healthy, productive workplace culture and a company's bottom line. Jennifer will share examples of the

current research going on in this space, and case studies of companies who see culture as a mission critical effort and how they are tracking their success.

### **The Emotionally Intelligent Leader**

We used to think IQ was the best determinant of a person's likelihood for success. But, we now have scientific evidence that proves otherwise. As we understand more about emotional intelligence and how it plays into the cultural makeup of some of the most innovative companies, it's impossible to ignore its relevance. From Shawn Achor's work on happiness with employees at the Pentagon, to Google's research project – Aristotle - that determined "being nice" was the key to the most innovative teams, there is evidence that the world of work is shifting.

The research shows that psychological performance is made up of the H.E.R.O. traits (Hope, Efficacy, Resilience, Optimism) coupled with gratitude and mindfulness. When your team builds up their psychological fitness, it can give us the edge to outpace competitors through increased innovation, improved engagement and higher productivity.

This talk will explore how to unlock happiness in the workplace to rally organizational metrics while sustaining, or even reigniting, our passion for work. Jennifer will share how companies like lululemon, and TD Ameritrade have executed on her team's research so audience members can walk away with a clear strategy to implement a happiness plan at their organization.

### **Building Happiness Hygiene**

What do all the greatest leaders have in common? They have a strong happiness habit.

According to well-known psychological scientists and neuroscientists, we can develop these traits in the brain by up to 50% or more just through habit building. And these habits of high-performance can be developed in the same time it takes to eat breakfast. This talk will explain the process by which we build habits and how to create a routine that will boost the success of these patterns. Using neuroscience and positive psychology research, Jennifer will teach audiences about neural pathways and how they require repetition, reward and reinforcement to rewire positive and negative habits. She will also share why this matters in workplace performance and how to bring this learning back to your teams. Finally, Jennifer will provide simple take-away actions so audience members can train their brain to become happier, higher-performing leaders both professionally and personally.