

STRESSKONFERENCEN

JANUAR 2020



IHH NORDIC

In spring 2014 we calibrated our thoughts on
how we wanted to
do business and function as leaders

VISION:



Why:

**“Improve the quality of life
as much as possible through
data & technology”**

TOP FIVE REGRETS OF THE DYING

1. I wish I'd had the courage to live a life true to myself, not the life others expected of me.

2. I wish I hadn't worked so hard.

3. I wish I'd had the courage to express my feelings.

4. I wish I had stayed in touch with my friends.

5. I wish that I had let myself be happier.



IIH **Nordic** Formula

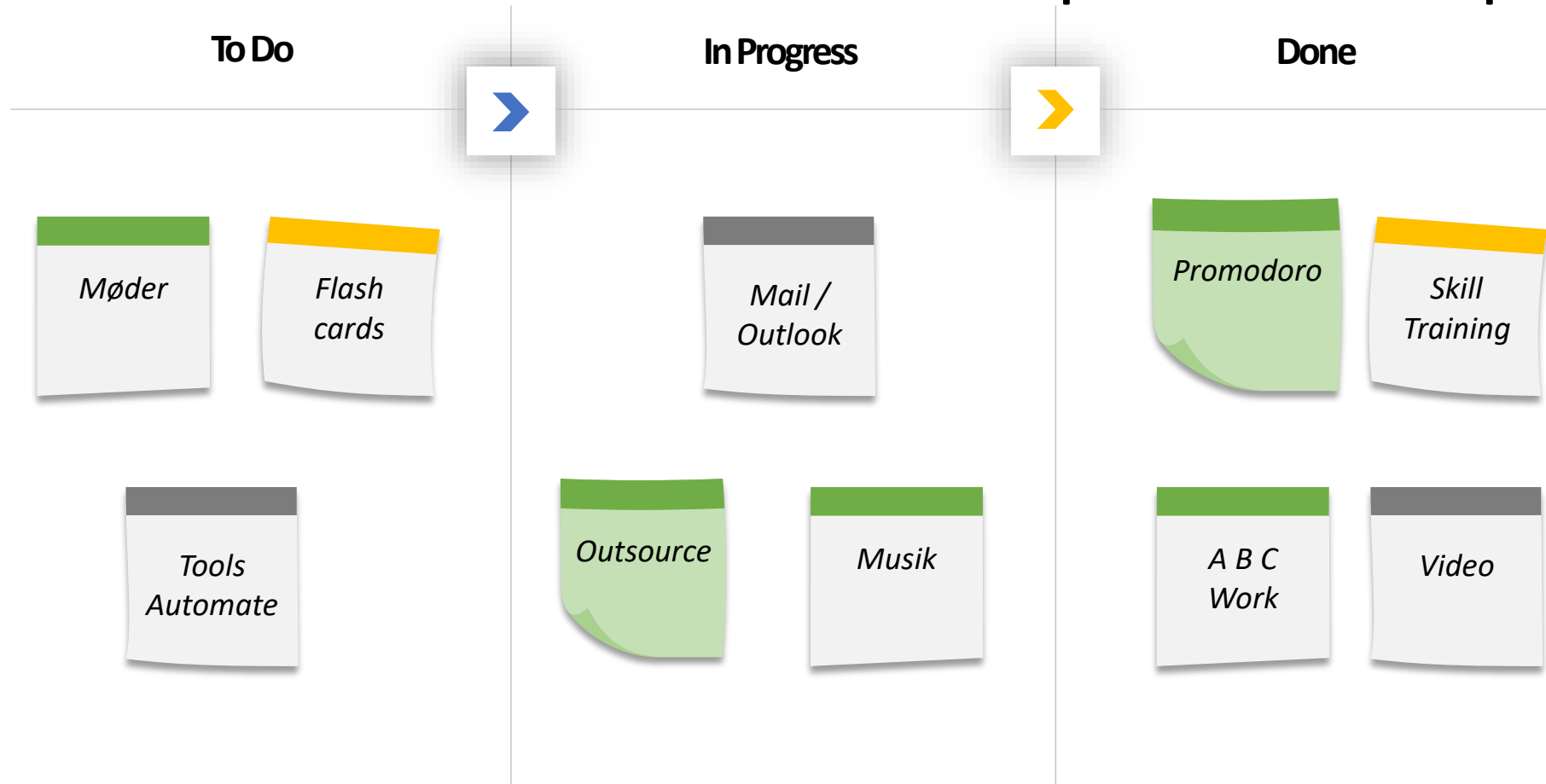
Knowledge + Tools + Behavior = **+Productivity**



We have **implemented 40 big changes**

We still have **180 changes in our pipe...**

We work with Trello boards and transparent work plans





IIH **Nordic** Formula

Knowledge + Tools + Behavior = **+Productivity**



Learning and doing it right is a key element to quick onboarding and **(speed) learning efficiently**

Researching in learning is in our DNA – we have actually hired two students, who has 57/60 "12-taller", to improve IIH learning



We use digital speed learning to improve our speed of learning about relevant topics



Q.

What are IIH Nordic values?

Reveal Answer

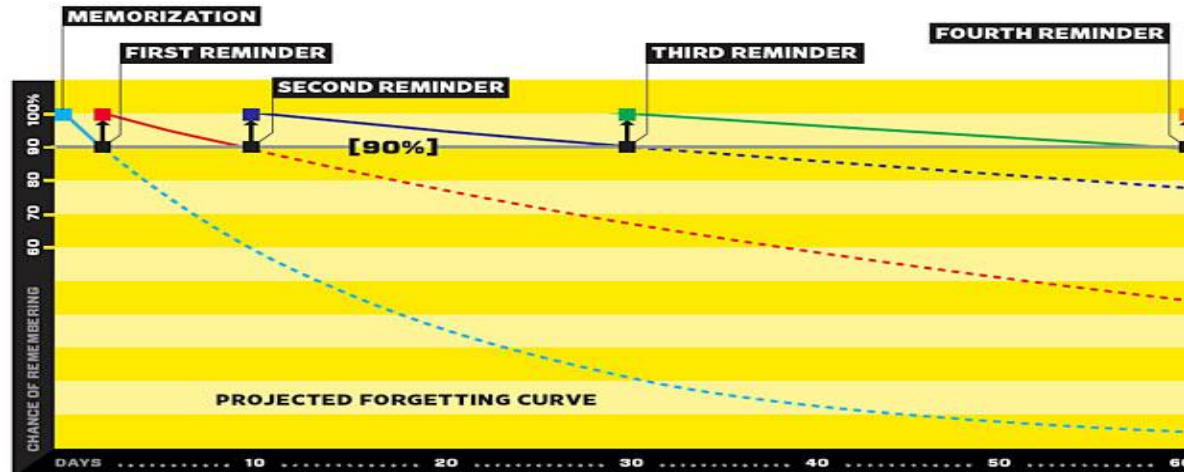
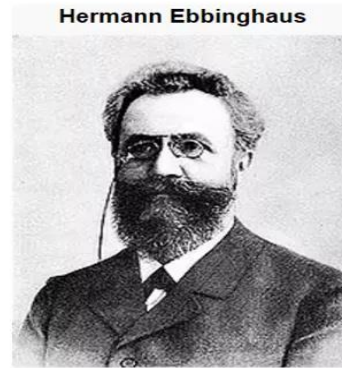
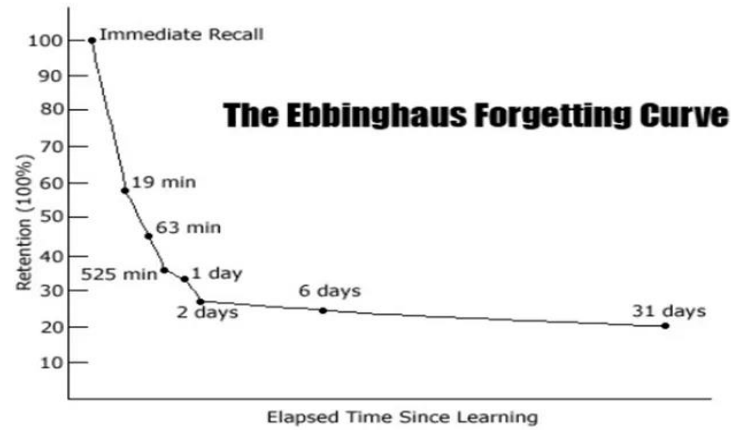
A.

Trust
Helpfulness
Happiness
Curiosity

How well did you know this?

1 Not At All 2 3 4 5 Perfectly

Repetition of learning decreases forgetting curve drastically thus improving learning speed significantly



Knowledge with spaced repetition makes sure that we don't forget



We use **Social Networks** to share information and make sure that collaboration is efficient

We use Yammer/Slack as an everyday tool to work internally across IIH and externally with our customers



The most powerful applications of social technologies in the global economy are largely untapped. By using social technologies, companies can raise the productivity of knowledge workers by 20 to 25 percent.

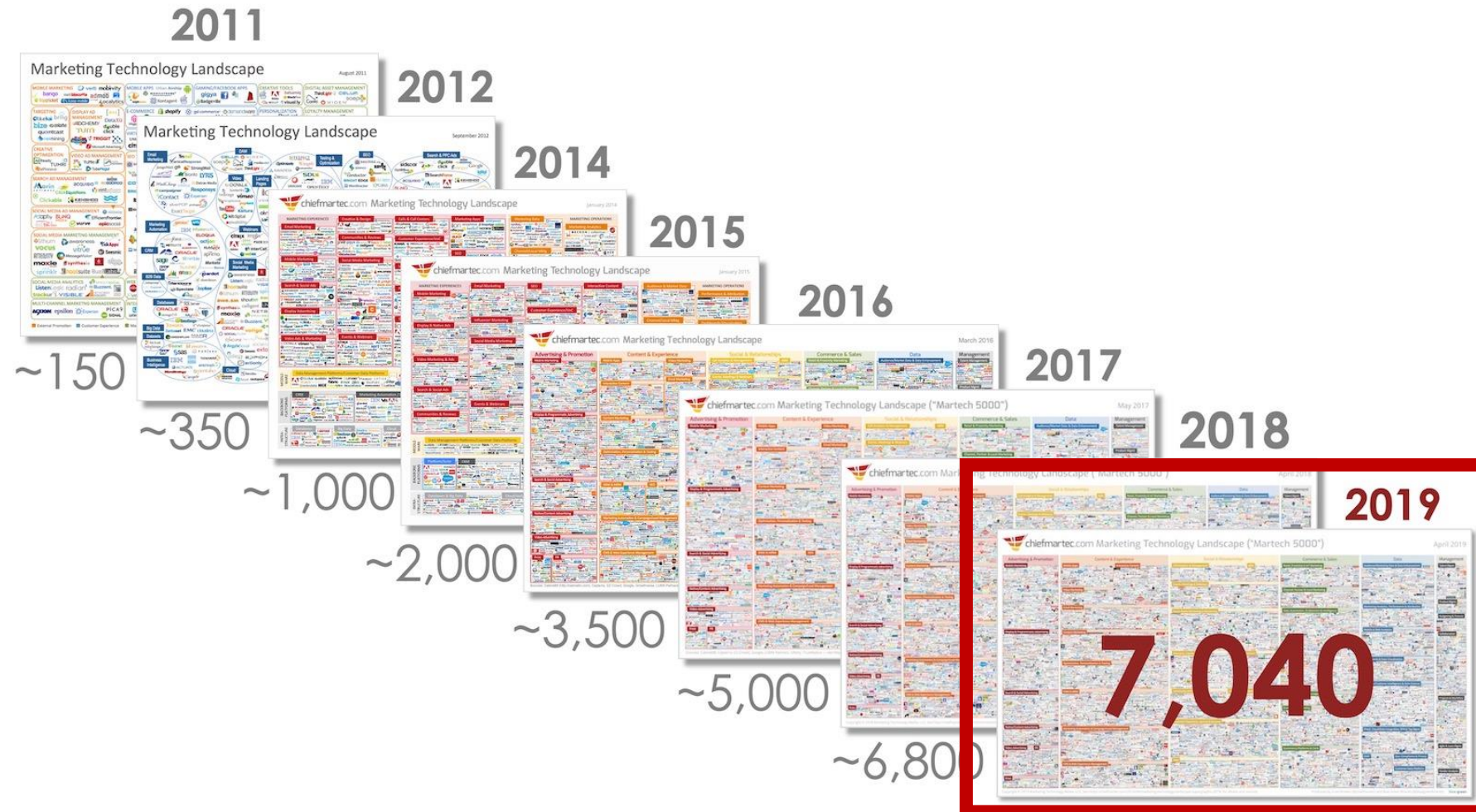
McKinsey&Company



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Number of tools is growing exponentially replacing our need for putting in less efficient hours



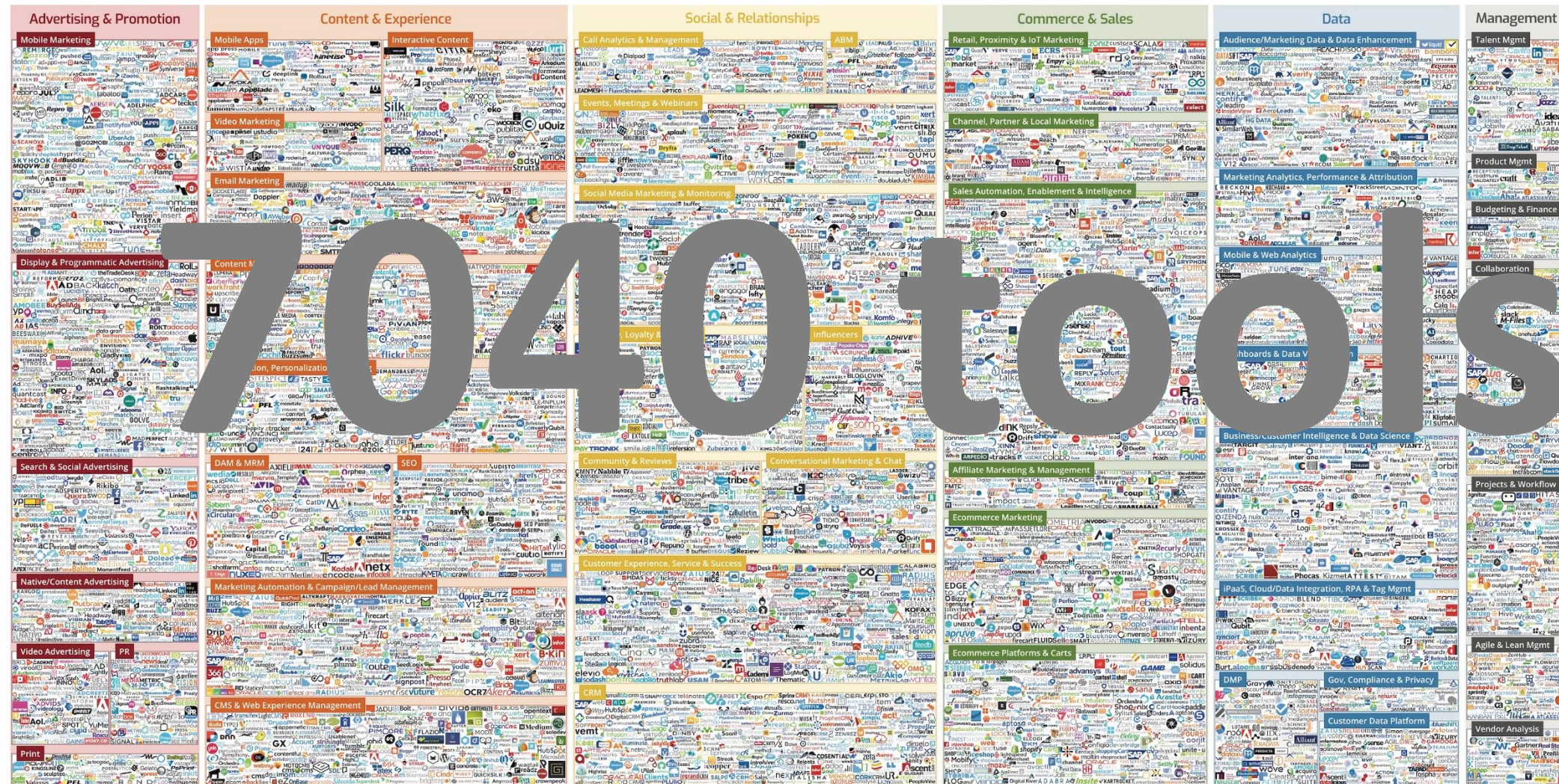
+
100

One single tool can provide the effect equivalent to hundreds of hours of work or hundreds of employees



chiefmartec.com Marketing Technology Landscape ("Martech 5000")

April 2019



+100 HR TOOLS

Today's HR Tech Landscape As of 24 March 2017 | Click logos to visit a company's website | Something missing? Or want to learn more? Reach me at wsaborio@gmail.com :)

Recruiting

Talent Discovery JOPWELL, KORU, ATIPICA, PIVOT, boon, SMASHFLY, WeFind, Stella, phenom, people, twine, entelo, textio, remote, workable, PROSKY, SpringRole, Resource, RolePoint, Clinch, Chemistry, HIPERPOOL

Job Markets Tackl, workpop, handshake, JOBBIO, PowerFly, TalentSky, alongside, Hireology, jobillco, burningglass, WorkAmerica, PURPLE SQUIRREL

Technical Sourcing VETTERY, source(d), HIRED, TRIPLEBYTE, NAVISIGHT, #AngelList, underdog.io, Nomad, HackerRank, talented, LYTMUS, interviewing.io

Interview Tools plum, LearnUp, CRITERIA, interviewed, pymetrics, HireVue

Workflow Management LEVER, JazzHR, Unitive, TextRecruit, SmartRecruiters, greenhouse, breezy, recruitee

Flexible Hiring

On/Shift, jobbatical, OneSpace, jobandtalent, SWIFT SHIFT, workgeni.us, CATALANT, toptal, skedulo, JOBTODAY, Andela, PERCOLATA, ASSURED LABOR, Wonolo, cornerJob, FIELD NATION, shiftgig, Crew, Upwork, Lystable, ximble

Onboarding

Checker,rippling, onfido, envoy, OnboardIQ, yoi, Click Boarding

Quantified Workforce

humanize, Theatro, HEADS UP, hiQ

Recognition & Rewards

O.C.TANNER, Achievers, perkbox, globoforce, Bonusly, BlueBoard

Performance Management

logiserve, Reflektive, Lattice, BetterWorks, Gameffective, six, impraise, engagedly, WIDEANGLE, workboard, AMBITION, ZUGATA, Si, Small Improvements, LIGHTHOUSE

Learning & Development

paysa, Pathgather, Jhana, Axonify, Landit, LearningSpaces, the muse, udeemy, Glassbreakers, BetterUp, degreed, Joanko, TASYTT, WORKRAMP, CAPABILITY, edcast, CommercialTribe, NovoED

Employee Engagement

Culture Amp, CULTUREIQ, Talmetrix, BetterCompany, TemboSocial, Hyphen, qualtrics, questback, SalaryFinance, RoundPegg, Rallyware, HighGround, KOAN, workjam, simpplr, wisetail, officevibe, GLINT, TINYpulse, COMPARABLY

Integrated Management Suites

PLANSOURCE, GUSTO, InvestiPro, payfit, Planday, homebase, EVERWISE, air, charlie, starling, GuideSpark, Sympa, people, GREYTIP, VISIER, shiftmessenger, Humi HR, Namely, collage, When I Work, Think, bob, sapho

Compensation & Benefits

forusall, SimplyInsured, Lumity, JUSTWORKS., Compia, PEOPLEJOY, Maxwell | Health, BeneStream, URBANBOUND, Espresa, benevity, EMPYREAN, MOVE GUIDES, ANY PERK, allay, Wellbit, LifeWorks



IIH **Nordic** Formula

Knowledge + Tools + Behavior = **+Productivity**

Leaders use
17 hours a week for meetings



We have changed our **meeting culture**

From 30/60 to 20/45 ... after lunch!



Result of meeting optimization:

Saved meeting time: 480 hours per month

5.760 less meeting hours per year




We are constantly being disturbed

It Takes 23 Minutes to Recover From a Distraction at Work. Here's How to Minimize Calls, Emails, and Alerts



We use **Pomodoro technique** to ensure optimal focus and work flows

We have coded our own Pomodoro board and compete across IIH to conduct the most Pomodoros per week

 **IIH NORDIC**

Henrik Stenmann ▾


Rank	Name	Current/Last Task	Time	Pomodoros Today	Pomodoros This Week
1	Jomar Reyes	Presentation for Thanksgiving	9:28	3	19
2	Christian Doeleman-Lassen	Præsentation til Thanksgiving	0:35	1	18
3	Keld Bøg Ottesen	Slides til workshop		1	17
4	Karina Bonnerup Christensen	Research på længde af titler og beskrivelser		0	16
5	Marta	Dubai similarweb update		0	15
6	Mette Kjølbro Hald	Ekspres Bank reporting		0	14
7	Joachim Specht	JavaScript kursus		0	10
8	Tobias Bjørn	DMB/Tjele - opsætning af quiz app	2:51	3	9
9	Lotte Garnry	Fullrate, Telmore og YouSee opfølgning på diverse udeståender		4	9
10	Camilla Mie Kjeldsmark	AdWords search		0	8
11	Casper Radil	Facebook graph api		0	7
12	Martin Albertsen	IKEA fokus på urler med potentiale		0	6
13	Marie	Gyldendal		0	5
14	Yasamin Malikshahi	Capasystems PG7 kampagne	22:49	2	5

Podium

2. Christian Doeleman-Lassen

1. Jomar Reyes

3. Keld Bøg Ottesen



Green = open for distraction – Red = focus time





We use **focus music** to increase our concentration

focus@will



HR

2

Your happiness at work is...

Click to confirm



Extremely low

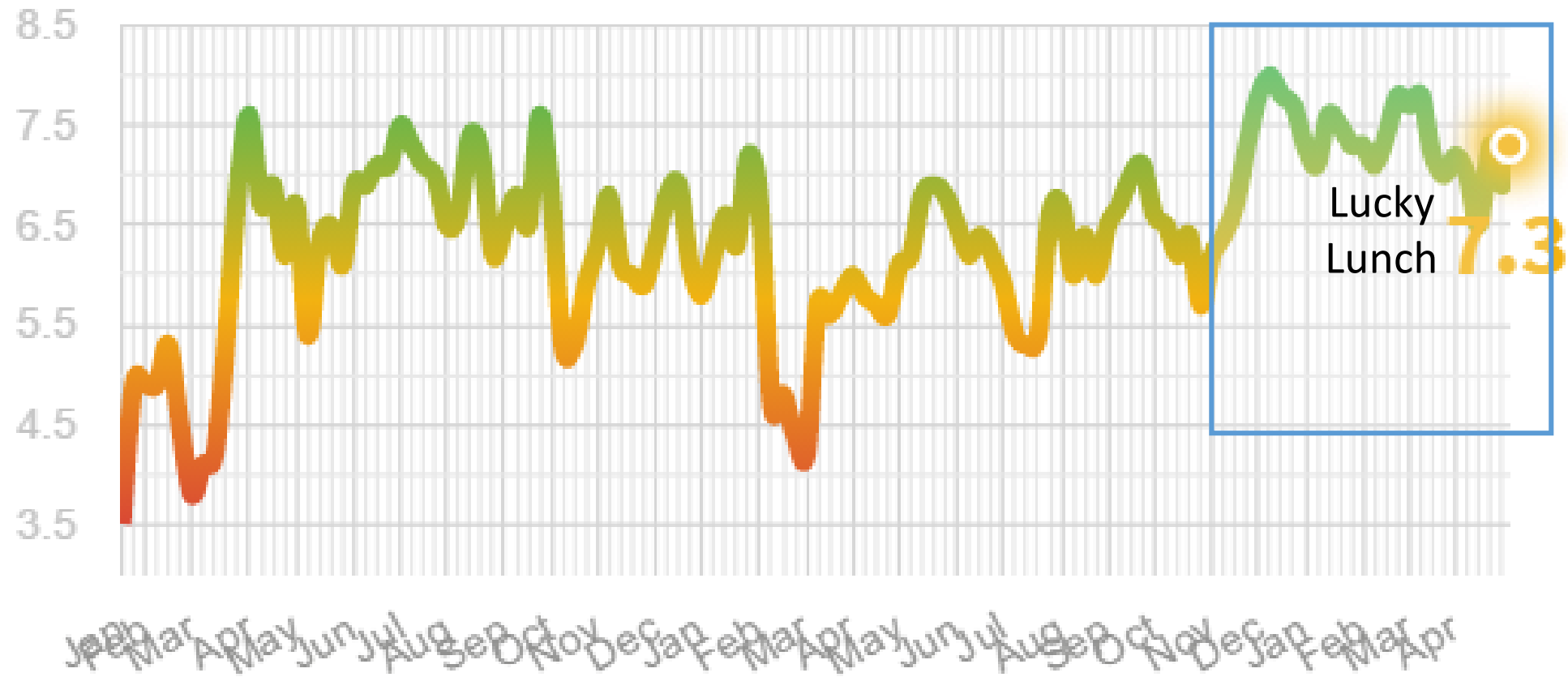
Extremely high





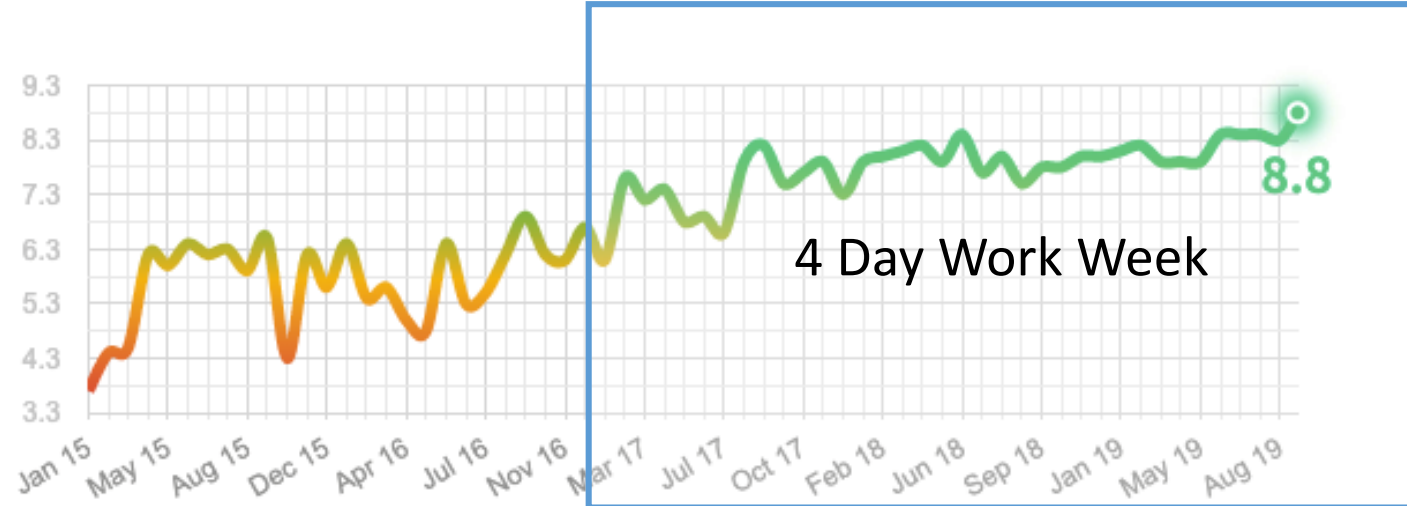
Eating healthy and doing exercise is an essential
element for us at IIH

Eating habits ? **Eating habits**

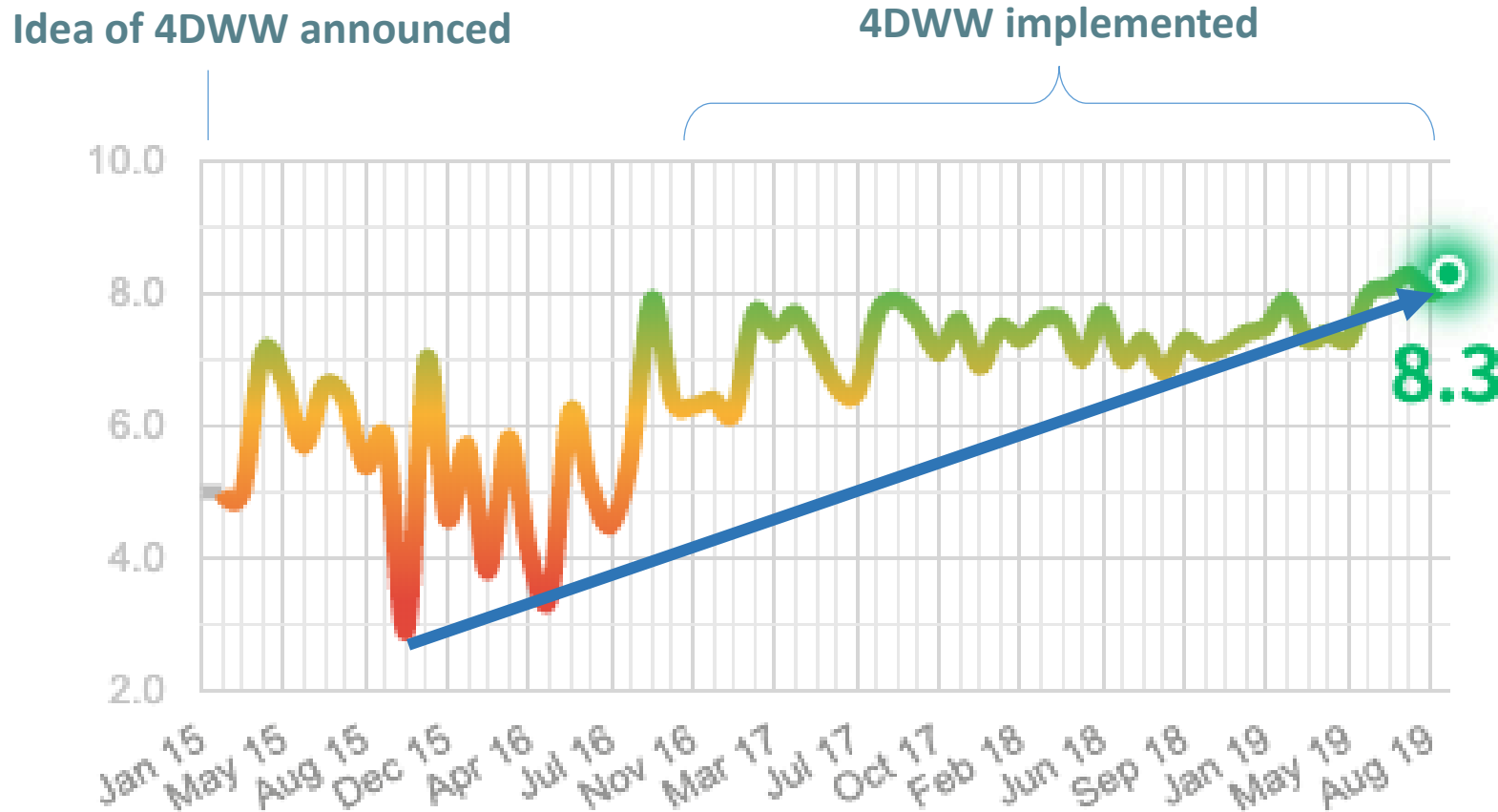


Wellness best ever

Score for Wellness



STRESS LEVELS HAVE NEVER BEEN LOWER, SINCE IMPLEMENTING CHANGES RESULTING IN THE 4-DAY WORK WEEK





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KEY LESSONS OF DOING LARGE CHANGES AS IMPLEMENTING A 4DWW



Leaders must lead the way

Great involvement

Visual improvement (dashboard 3.0)

“Train changes”

Invest in tools and training in them

Remember open feedback

KEY RESULTS OF DOING LARGE CHANGES AS IMPLEMENTING A 4DWW



20.000 less working hours*

5.800 less hours spent on meetings

Illness down to 1,7% (-53%)

Productivity increased by 43%

Stress level lower than ever

Equality between men and women

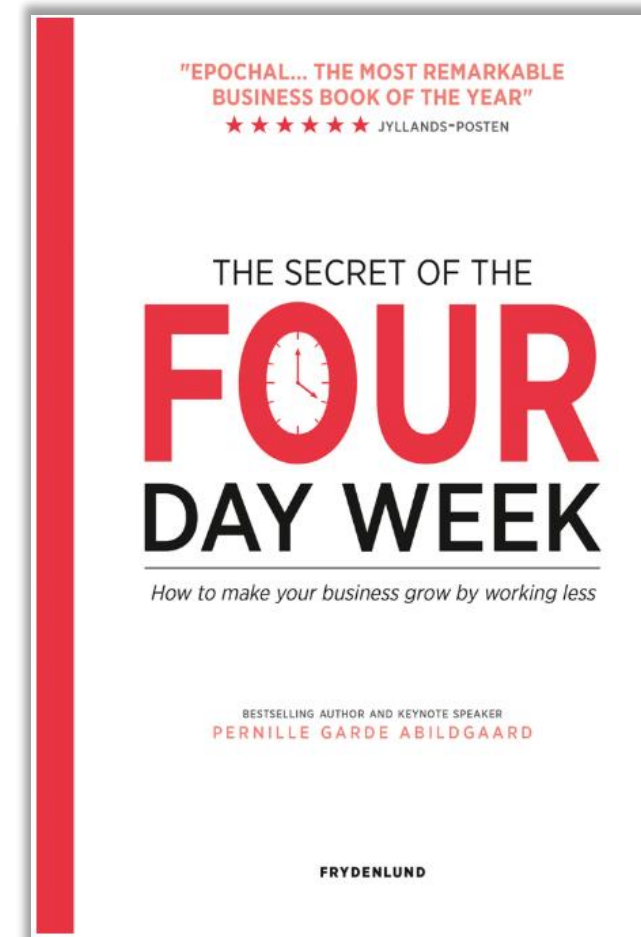


“En fremragende bog”

★★★★★★ Jyllands-Posten



“MANDEN DER KNUSTE
KALENDEREN FOR AT GØRE
SINE MEDARBEJDERE
LYKKELIGE”
PERNILLE GARDE ABILDGAARD
Frydenlund, 212 sider. Vejl. pris 299 kr.



“EPOCHAL... THE MOST REMARKABLE
BUSINESS BOOK OF THE YEAR”
★★★★★★ JYLLANDS-POSTEN

THE SECRET OF THE
FOUR
DAY WEEK

How to make your business grow by working less

BESTSELLING AUTHOR AND KEYNOTE SPEAKER
PERNILLE GARDE ABILDGAARD

FRYDENLUND

In English jan 2020



IIH NORDIC
Improving online business & marketing

THANK YOU

Please connect



Henrik Stenmann

CEO & Senior Partner

+45 51 80 10 90

henrik@iihnordic.com

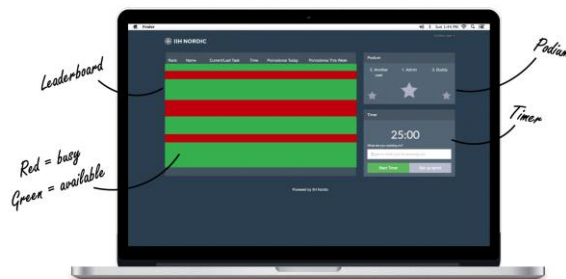
<https://www.linkedin.com/in/henrikstenmann/>

Want to improve productivity and happiness at your own work place?



Buy the book

Go to 4dagesarbejdsuge.dk and buy "Manden der knuste kalenderen for at gøre sine medarbejdere lykkelige"



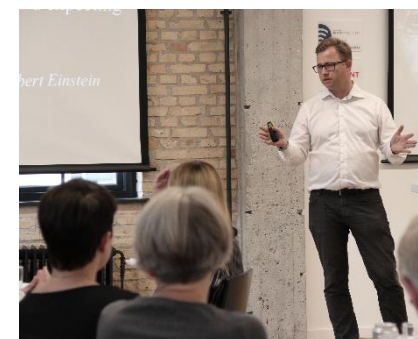
Work more focused

Get a demo and become beta-tester on the IIH Nordic Pomodoro tool, that has helped save 20% of our time. Request at 4dagesarbejdsuge@iihnordic.com



Buy Time Timers

Go to 4dagesarbejdsuge.dk and buy Time Timers to save time at meetings.



Book a talk

Go to 4dagesarbejdsuge.dk and book a Speak with IIH Nordic.