

ECPP 1/2 DAY PRE-WORKSHOPS ON JUNE 24TH (12:00-15:00)

ECPP 2020 – Workshop Proposal

Presenters – Rob Baker, Tailored Thinking, Dr Machteld (Maggie) van den Heuvel, University of Amsterdam (see bios below)

Session title

Crafting Better Work – the science and practice of making work happier, healthier and more purposeful through job crafting

Overview

The highly practical and evidence-based **Crafting Better Work** workshop pulls together the science and research of job crafting and provides practical tools and case studies to bring this concept to life with individuals, teams and organisations.

People personalise all aspects of their lives - their cars, their clothes and their holidays. One area that we are not often encouraged to personalise is our work. This is despite clear evidence and science that shows the benefits of personalising and crafting work in terms of performance, engagement, growth and wellbeing (Tims, Derks & Bakker, 2016).

Job Crafting encourages us to explore how we act, interact and think about our tasks, thoughts and relationships and to redesign and personalise aspects of our work in ways that is positively linked to job satisfaction, resilience and thriving (Berg, Wrzesniewski & Dutton, 2010). Job Crafting is a research-informed and evidence-based approach and the research into this practice is compelling.

The practice of Job Crafting is a growing field of academic study with over 130 peer reviewed papers having been published on the concept (Rudolph, Katz, Lavigne & Zacher, 2016). To date the concept and approach is largely untapped and unknown from an organisational perspective. There have been some early adopters including Google, Logitech, Burts Bees in the US, Wideroe Airlines in Norway and Connect Health, the University of Leeds and Virgin money in the UK. Case studies from these organisations will be shared within the workshop.

The **Crafting Better Work** workshop shares:

- how to enable people to bring their whole and best selves to work each day to help organisations thrive
- how to create a closer fit between the work people do and their purpose, passions and strengths
- how to boost creativity, curiosity and nurture a job crafting mindset within a workplace
- how to reframe, amplify and enrich social connections and build high quality relationships
- how to build and craft wellbeing and resilience in work
- how to effectively structure and set personal job crafting goals

Job Crafting is focused on enabling and encouraging individuals to maximise their diverse talents, strengths and experiences in their work.

Who should attend?

The **Crafting Better Work** workshop is relevant to individuals, coaches, researchers, positive psychology practitioners, and people-leaders who have an interest in taking an evidenced-based, research-led and practical approach to improving their own jobs and fostering growth, performance and wellbeing within teams and workplaces.

What will the workshop cover?

By attending this workshop attendees will be provided with tools, techniques and practices to:

1. Learn why personalisation at work matters; and why it is missing from most organisations
2. Learn how to bring a personalised approach to work through job crafting
3. Apply and bring job crafting to life within individuals, teams and organisations using a variety of tested and research informed exercises and activities
4. Explore how to embed job crafting within teams and organisations through a series of case studies and practical examples
5. Create a job crafting mindset within individuals, teams and organisations
6. Set job crafting goals individually and amongst teams

Delivery style

The session will be informative, interactive, practical and fast-paced (and fun). The focus will be on sharing ideas in a clear way that participants can then share, explain and utilise with colleagues in the practical challenges they are facing.

Time scales: This is a half day session.

About the presenters

Rob Baker (UK) is the founder and Chief Positive Deviant a leading positive psychology, wellbeing and HR consultancy - Tailored Thinking. Rob Baker (UK) is a pioneering job crafting consultant and practitioner. Through his work, Rob has delivered workshops to hundreds of people on job crafting and encouraged people from cleaners to CEOs to tailor and align their work to their passions, strengths and interests. Rob has a Masters of Applied Positive Psychology from the University of Melbourne and is a Chartered Fellow of both the CIPD (Europe's leading HR professional body) and AHRI (the Australian HR Institute). Rob is the author of Personalization at Work – the science and art of job crafting, which will be published by Kogan Page in March 2020.

Machteld (Maggie) van den Heuvel (Netherlands) is a global leading researcher of job crafting and published one of the first peer-reviewed papers on the job crafting intervention. She is an Assistant Professor in Work & Organizational Psychology at University of Amsterdam, The Netherlands. Her research interests are in building a happy, healthy and resilient workforce via the development of interventions to boost work engagement, health & well-being and adaptive performance. Specific interests are the benefits of job crafting, mindfulness, meaning-making and the healthy use of technology. Besides her academic work, Maggie works in the field as a trainer / coach. She has trained hundreds of employees in the European job crafting method.