



## Well being at work

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### ***150 good practices to improve the Quality of Life Work***

The direct link between Quality of Life at Work (QVT) and organizational performance is no longer in doubt. But QVT cannot be reduced to a few baits or accessories such as massages or table football! In this new book, Gilles André gives all the keys to combining personal development and collective interest, while combining individual development and professional success.

Quality of Life at Work must integrate the organization and content of the work itself, based on the experience and feelings of each person. This is the leitmotif, largely confirmed by progress in neuroscience and positive psychology, which the author illustrates throughout the pages of this work.

Through 150 operational and inspiring good practices, borrowed in the field from *managers*, HR managers, union leaders, consultants and employees, the author offers a real action plan (diagnosis, actions, communication and anchoring) to significantly improve the experience of each of us at work. Organized around ten central themes (welcome, celebrate-thank, pay attention, communicate, inspire, change-progress, share, listen, organize and inspire), it presents its range of small and large measures, likely to lead to an organization of the win-win work. Employees will be more fulfilled and more efficient; organizations will be more efficient, agile and productive; relationships will be more pleasant and loyal for everyone.

A book intended for anyone who wants to improve the relationships and results of their company or organization, whether public or private.



### The author

**Gilles André** created the Professional Well-being at Work Days (BET) in 2012. More than 1,000 managers, HR managers and consultants participated in these Days in Agen, Bordeaux and Toulouse to train and exchange in order to improve well-being at work in their companies and organizations. Gilles André is a member of the Fabrique Spinoza network and delegate of the League of Optimists of France. It intervenes in organizations to activate potential and talents. He especially likes to share QVT in the form of workshops and conferences.

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