

in collaboration with



# **Happiness Consulting Advisory**

Unlocking happiness in the UAE



"Happiness is a good contagion, and we want the people of the world to be affected by it, to enjoy its goodness. This requires a tangible change in the culture of government work. We want an actual translation of the goals of international organisations that all share a general goal, represented in strengthening positivity, and maintaining a more sustainable world, and achieving goodness for the human."

Sheikh Mohammed bin Rashid Al Maktoum

# Driving a happiness initiative with Grant Thornton

The UAE Cabinet, chaired by His Highness Sheikh Mohammed bin Rashid Al Maktoum, have endorsed the significance and value of 'happiness' and its intrinsic association with positivity and vibrancy. This led to the launch of the national corporate happiness and positivity initiative in the UAE.

The recently appointed Minster of State for Happiness and the Cabinet across the UAE are focused on driving a number of initiatives and projects which will instill happiness across all sectors of the Emirates. Going forward, there will be a number of set indices, surveys and annual reports which will be used to measure happiness levels across all sectors. With such importance and value being placed by the Government, alongside blue-chip global organisations such as Google, Facebook, Salesforce and PepsiCo, to name a few, there is clear evidence in the return of investment in such initiatives. The team at Grant Thornton have partnered with The American Center for Psychiatry, in order to give you access to the first Happiness Consulting service across the UAE designed in line with the UAE cabinet's vision.

The combination of our professional consultants, psychologists and executive coaches offer a unique blend of expertise. Our specialist experience and bespoke methodology can be effectively applied in order to extrapolate the notion of happiness, whilst embedding practical solutions and initiatives which support the delivery of the national happiness charter.

We understand the components of the Happiness and Positivity Initiatives, its importance and the requirements and goals which are needed. We are experts in setting up Our spec

committees, councils, policies and procedure. Equally, we have experience and insight into how processes work in Government entities.

Our flexible service offerings are aligned to your goals as well as limitations. We can help you meet the basic requirements or achieve your organization's full potential. Our Advisory Consultants understand the structure, operating model, culture and environment of government entities.

Our specialist teams have invested many years studying the science of happiness and have developed scientific tools which measure and enhance corporate happiness.

We continuously exceed our clients expectations which is evident through the longstanding relationships which we have forged over the past five decades.

### **Delivering our happiness service** Our methodology

Local Customs and Traditions Industrial Psychology

> Positive Psychology

50 Years of Consulting Experience

nputs

Global Studies and Practices

UAE Cabinet Happiness Charter

Organisation Culture

Management Insights

#### **Basic Programme**

- Understand expectations of top management.
- Establish the happiness council.
- Develop organizational happiness charter and policy.
- Define and activate the role of the happiness CEO/ champion.
- Design and deliver inauguration event for the happiness program.
- Conduct basic happiness assessment survey.
- Develop report on happiness levels of different departments.
- Provide recommendations on tried and tested happiness boosting techniques.
- Hold entity wide workshops on science of happiness.
- Design happiness mini-projects based on happiness assessment.

#### **Progressive Programme**

- Review and assess relevant processes and policies.
- Perform detailed happiness assessments including identification of key happiness triggers and relevant corporate culture themes.
- Design tailored and personalised happiness and positivity initiatives.
- Design initiatives which boost positive emotions across the work place.
- 'How to Create a Happier Personal Profile' workshops.
- 'Mental Habits that Reduce Happiness' workshops and Exercises to Boost Happiness.
- Provide group coaching for executive and middle management on how to foster a happier working environment.
- Provide methods for continuous monitoring of happiness.
- Embed happiness KPIs in departmental and organizational scorecards (if any).
- Optional launch of globally successful employee wellness/ assistance program.

"Happiness is a serious job for governments. The main job for the government is to create happiness. In 2011, the UN encouraged the member countries to look at happiness for a holistic approach for development. The role of the government is to create an environment where people can flourish – can reach their potential – and choose to be happy."

> Ohood Al Roumi Minister of Happiness, UAE

## About us

#### Grant Thornton in the United Arab Emirates

Grant Thornton is one of the world's leading organisations of independent assurance, tax and advisory firms. These firms help dynamic organisations unlock their potential for growth by providing meaningful, forward looking advice.

As a member firm of Grant Thornton International Ltd, Grant Thornton in the United Arab Emirates is one of the leading business advisers who help dynamic organisations to unlock their potential for growth. Our brand is respected as one of the major global accounting organisations.

We have been a fast growing large accounting organisation, with the ongoing commitment to continue evolving and developing alongside our clients. We have the scale to meet our clients changing needs, alongside the insight and agility that helps them stay one step ahead.

Our partners and teams invest the time to truly understand our clients business, giving real insight and a fresh perspective to keep them moving forward. For the past 50 years, we have worked with a number of influential leaders and entrepreneurs, to deliver a 'distinctive client service'. At Grant Thornton, we have advised our clients on differing challenges across various jurisdictions which has enabled them to continue growing.

We have the autonomy and flexibility to get client service right for our local and global clients. We work to ensure that our clients get a tailored service and that we truly understand their business as if it our own. 100% of our clients which were surveyed in the UAE have said they would repeat their business with Grant Thornton, which further validates our success and client commitment.

We will combine the collective skill and experience of our professionals to deliver a experience that exceeds your expectations.

To discuss your happiness needs, please contact Hesham Tohami



Hesham Tohami T +971 (0) 2 666 9750 E hesham.tohami@ae.gt.com

Hesham's experience has been predominantly gained within the UAE further strengthening his understanding of the market, regulation and practice, he has also had various work spells abroad. This has enabled him to gain both a local and global perspective to client issues, ensuring the priorities and solutions delivered are relevant – no matter where in the world our clients operate. He has led client projects across different geographies including the Middle East, Africa, USA and Europe within various sectors specifically Energy, Real Estate and Government. Hesham is leading the happiness consulting practice, working with a number of public and private organisations to embed various programmes to further create a diverse, happy, transparent and efficient workplace. Hesham holds a post graduate certificate in the Science of Happiness from UC Berkley.

#### American Center for Psychiatry and Neurology

American Center for Psychiatry and Neurology (ACPN) is a premier medical facility focusing on providing the public with the highest quality primary and specialized medical care and health education services, alongside providing corporate services.

Founded in Abu Dhabi in 2008, they have since expanded their facilities to Dubai and Sharjah, escalating to provide services to over 30,000 patients throughout the years – a number which they aim to keep growing.

At ACPN, their line or services revolve around two major areas:

1) Medical Services – Neurological, Psychiatric and Psychological treatment.

2) Training and Development – Facilitating training and professional development programs ranging from Medical Seminars and Conferences to Corporate Courses and Workshops.

For further details visit www.americancenteruae.com



#### Contact us

For further details in relation to happiness consulting contact:

#### Hesham Tohami

T: +971 (0) 2 666 9750 E: hesham.tohami@ae.gt.com

#### Abu Dhabi

Office 1101, 11th Floor, Al Kamala Tower, Zayed the 1st Street, Khalidiya T: +971 (0) 2 666 9750 F: +971 (0) 2 666 9816

#### Dubai

Rolex Tower 23rd Floor, Sheikh Zayed Road Dubai, UAE T: +971 (4) 388 9925 F: +971 (4) 388 9915



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