Does your workplace suffer from Gratitude Deficit Disorder?

While much time and effort is invested by leaders in creating a successful business strategy, it is arguably more difficult for leaders to shape culture - despite the fact that culture has a huge impact on employee happiness and business results. Indeed, as Peter Drucker, leadership guru, so famously said “Culture eats strategy for breakfast.”

Many organizations suffer from Gratitude Deficit Disorder. Researchers at University of California, Berkeley, found that that only 10% of employees reported that they regularly express gratitude at work. Curiously, almost all employees reported that gratitude was important and 93% reported that grateful bosses are more likely to succeed. Clearly, there is a mismatch between the importance placed on gratitude and the actual expression of gratitude in the workplace.

In my own research on the application of positive psychology to business cultures I have found that gratitude is a core, but often overlooked, aspect of creating a healthy workplace culture.

In fact, my published research has shown that gratitude accounts for close to 25% of job satisfaction and is linked to:

- Higher levels of hope and optimism.
- Better work relationships.
- Greater commitment to the company’ mission and strategic direction.

This presentation weaves together science from organizational psychology, business and positive psychology together with workplace examples to provide the audience with an understanding of gratitude at work. Why it is important. How they can foster more gratitude and what benefits they can expect when they do.

Audience members will learn:

- The benefits of gratitude at work
- Why gratitude is supressed at work.
- How to foster more gratitude at work

**FORMAT:** 45 to 60-minute keynote; half and full-day workshops.

**IDEAL AUDIENCE:** CEO’s, Senior Leaders, Middle Level Management, Team Leaders, Human Resource Managers, Training and Development Experts, Organizational Consultants. This talks fits corporations, not-for-profits, schools, universities, hospitals, Entrepreneurs, start-ups and anyone interested in creating workplace culture that allows people to thrive.
ABOUT LEA:

Dr Lea Waters has a PhD in Organizational Psychology and specializes in bringing positive psychology to organizations, schools and families. She has been awarded a prize for best research study by the American Academy of Management and was awarded the Elton Mayo award by the Australian Psychological Society’s College of Organizational Psychologists.

Lea has consulted across many industries including retail, professional services, banking, Government, not-for-profit, sport and Education. Her clients include Merrill Lynch Investment Managers, Black Rock Investment Managers, Salvation Army, W.M.C.A and the International Baccalaureate Organization.

Dr Waters is the founding Director of the Centre for Positive Psychology University of Melbourne (2009-2016) and has published over 90 scientific articles and book chapters, and her work has been featured in the Wall Street Journal, Time.com, the Atlantic and the Guardian. She is the President of the International Positive Psychology Association, has affiliate positions with Cambridge University (UK) and University of Michigan (USA), has been listed in the Marques ‘Who’s Who in the World’ since 2009 and was listed as one of Australia’s Top 100 Women of Influence by the Financial Review and Westpac Bank (2015).

Dr Waters currently co-runs the Positive Leadership, Executive Education, subject at the Melbourne Business School and teaches into the Master of Applied Positive Psychology at the University of Melbourne. Her business, Visible Wellbeing™, provides training to schools and organizations to help staff thrive.

A highly regarded speaker, Dr Waters has been a Key Note speaker at conferences across the world including the International Positive Psychology Association’s World Congress, the International Conference on the Science of Happiness, the International Positive Education’s World Congress, the Canadian Positive Psychology Association’s National Conference, the Mexican National Conference on Happiness, the Australian Positive Psychology Association and the New Zealand Positive Psychology Association’s National Conference.

“Dr Lea Waters is a captivating and engaging speaker who was able to hold the attention of a room full of 50 Senior leaders and executives from across tech, telecommunications, finance and government. Her balance of insightful, accessible research and energising interactive sessions was both entertaining and enriching. Dr Waters inspired, educated and motivated the attendees, and we are already planning a repeat event with her.”

Rachel Slattery, Director, SlatteryIT