



Solving for happiness at ITV

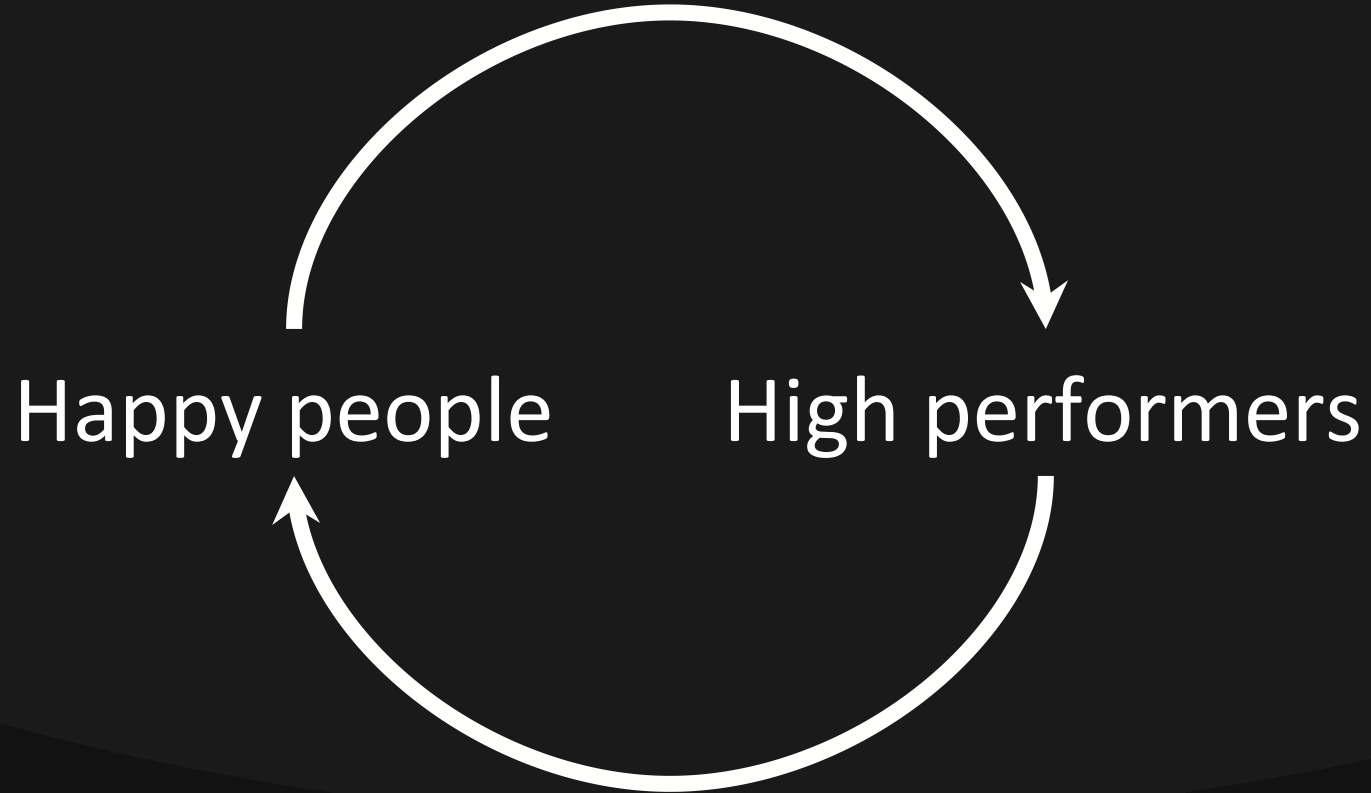
Tom Clark, Head of Common Platform

DevOps Enterprise Summit 2018 | Monday 25 June 2018

Tom Clark = @tomonocle + tom@tomonocle.me







Safe



Aware



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Collaborative



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Decisive



Expert



Efficient



Engaged



Aligned



Safe

Expert

Aware

Efficient

Collaborative

Engaged

Decisive

Aligned



But how?



Clark's (patented) workplace happiness equation

Environment

Leadership

$$H = E + (S+K) + (A+M+P)$$

People

Environment



Leadership

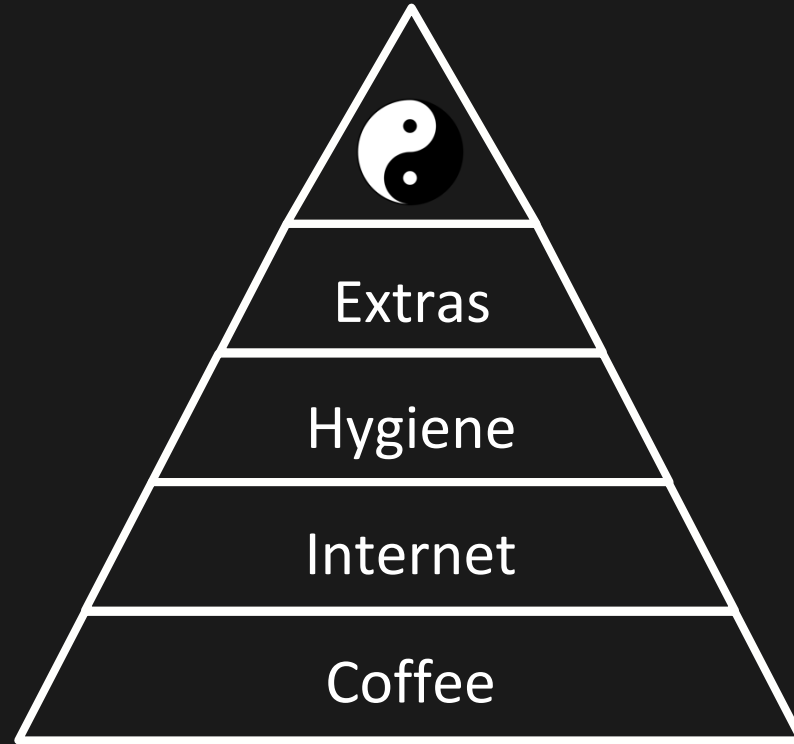


$$H = E + (S+K) + (A+M+P)$$



People

Environment



People



Environment

Leadership

$$H = E + (S+K) + (A+M+P)$$

People

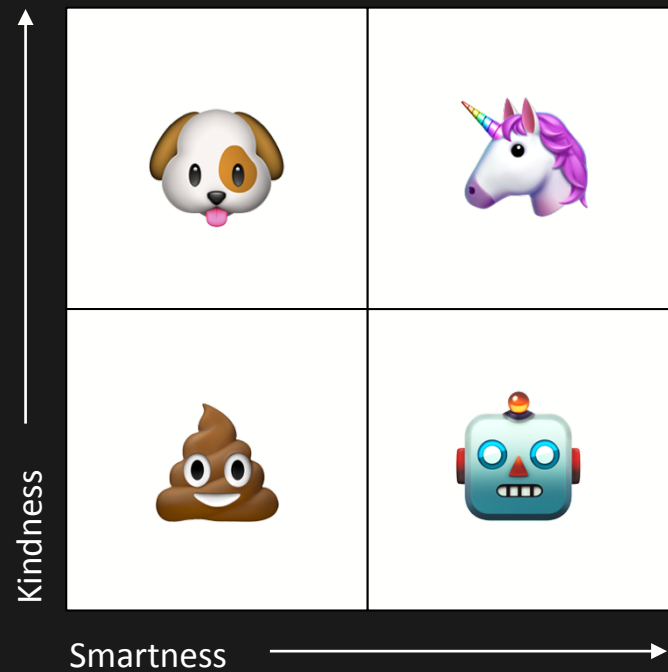


People

(Smart + Kind)



People



Leadership



#DOES18 @tomonocle

Environment



Leadership



$$H = E + (S+K) + (A+M+P)$$



People



(Autonomy + Mastery + Purpose)



Autonomy

The **freedom** to make your own decisions



Mastery

The opportunity to become **brilliant** at something
through training and practice



Purpose

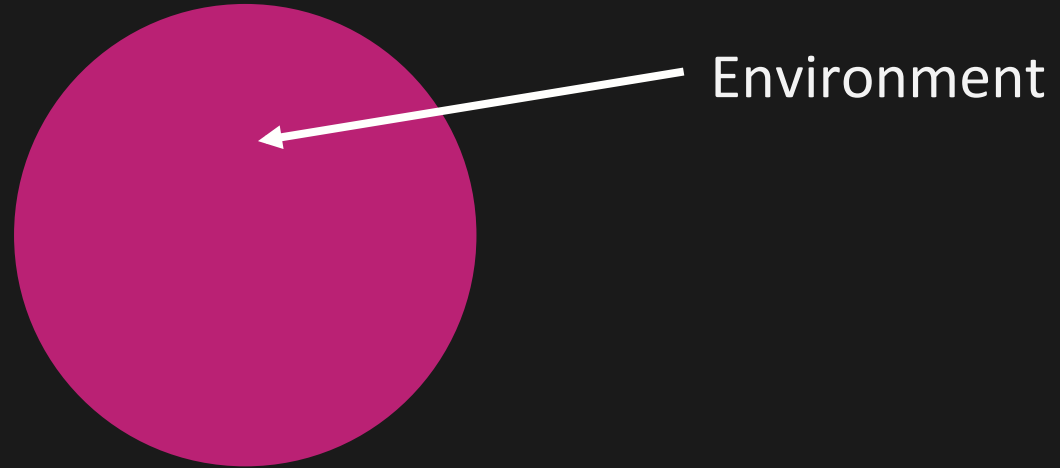
The belief that the work you do actually **matters**



To recap...



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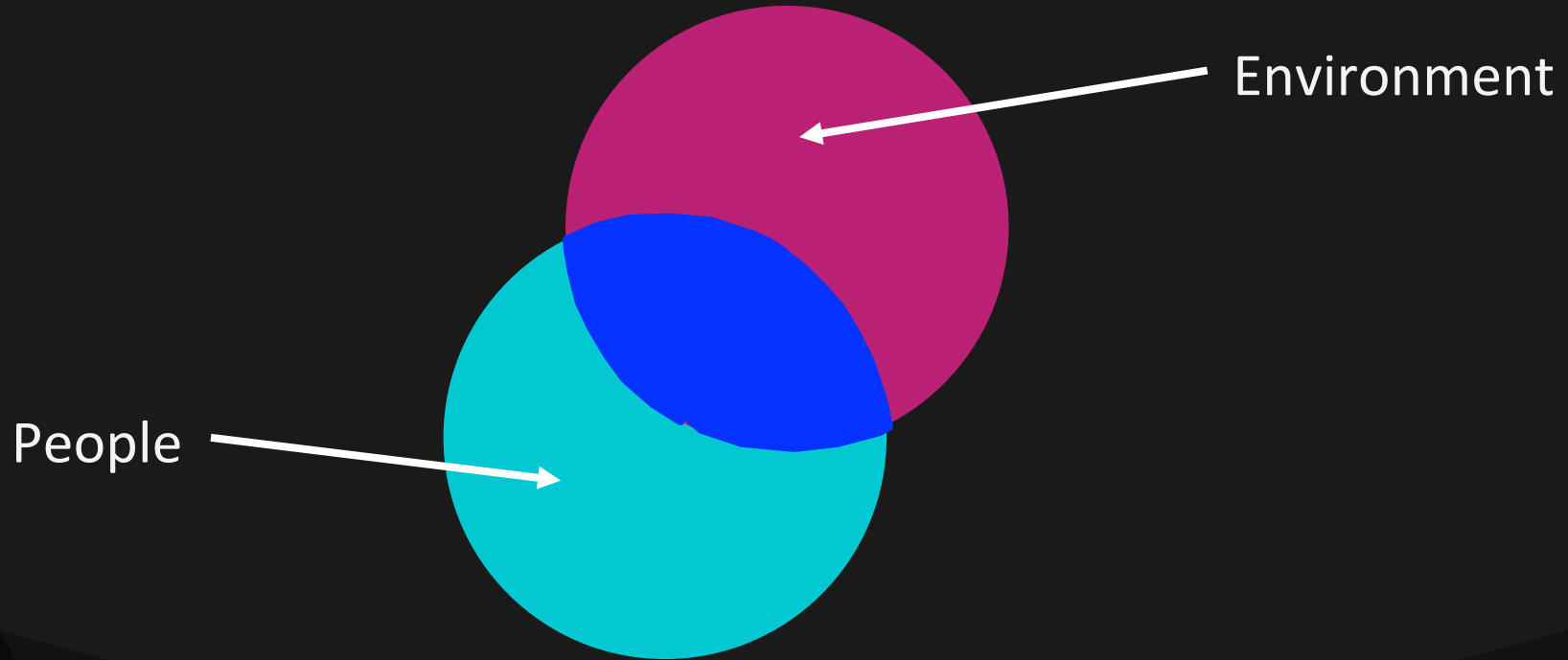


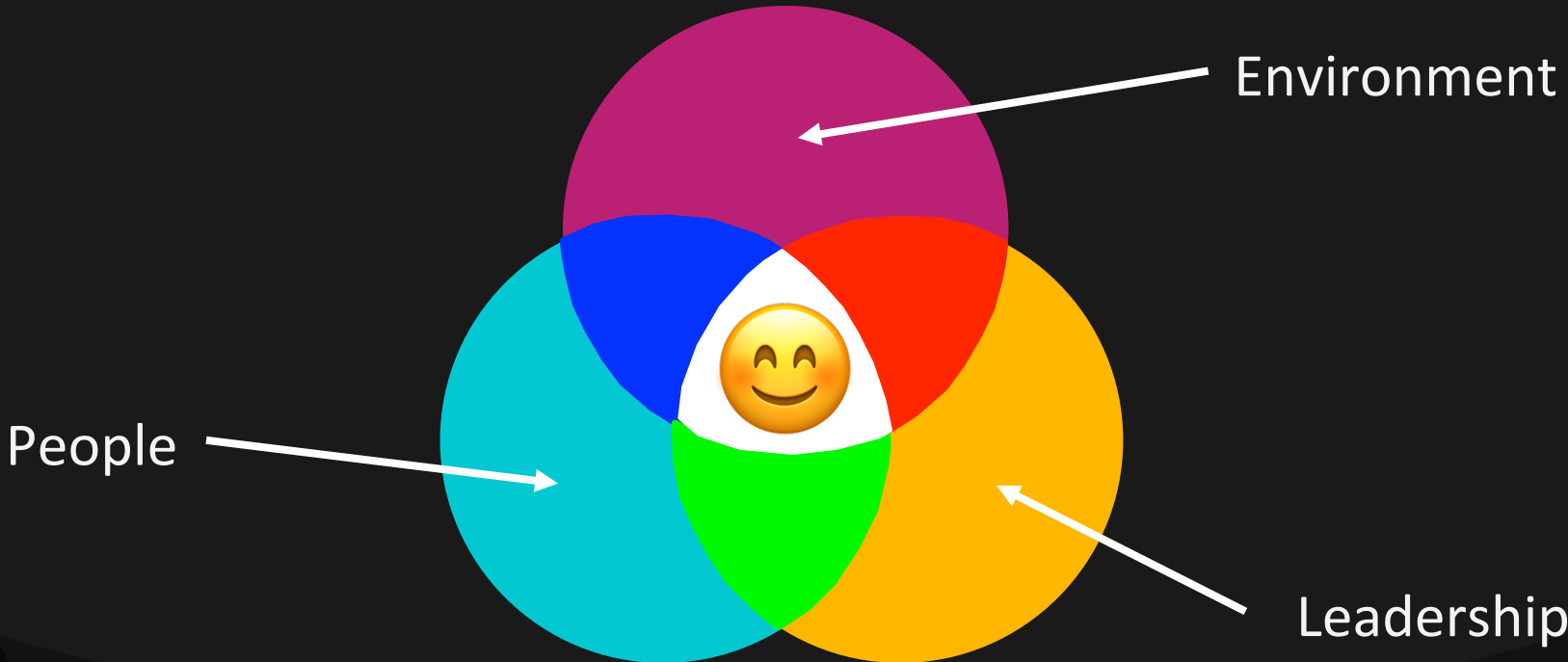
Environment



$$H = E + (S + K) + (A + M + P)$$

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$$H = E + (S + K) + (A + M + P)$$



Thank you

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