

MORE TADAAAS, LESS TODOS

Leading Projects (even more) Positively – (and Productively)





DEFICITS

WHAT WENT WRONG

WEAKNESSES

**MANY TODOS, NO
TADAAAS**





1. Why
positive leadership?



2. How to
lead (more) positively?



1. Why *positive* leadership?

Arguments, definitions, effects

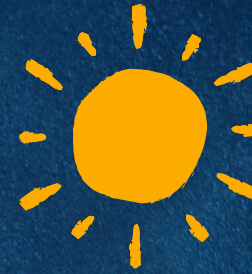


POSITIVE LEADERSHIP?

poodle
spa
days

Pizza
party

Ping
pong
tables



PERFORMANCE



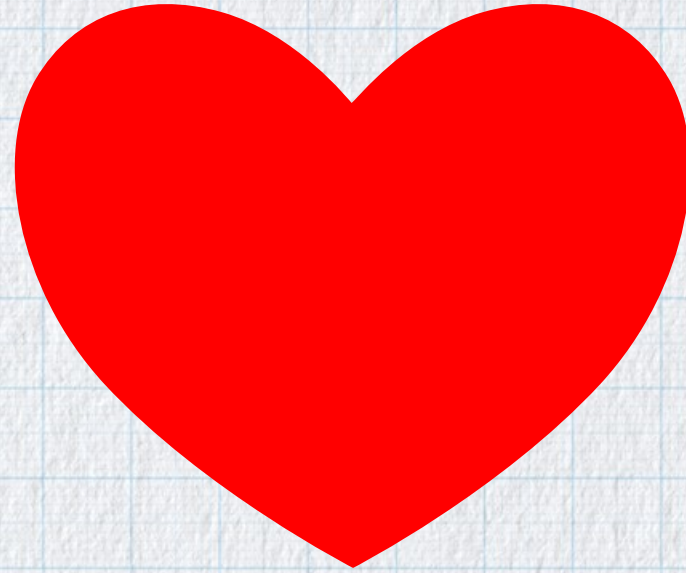
WELLBEING



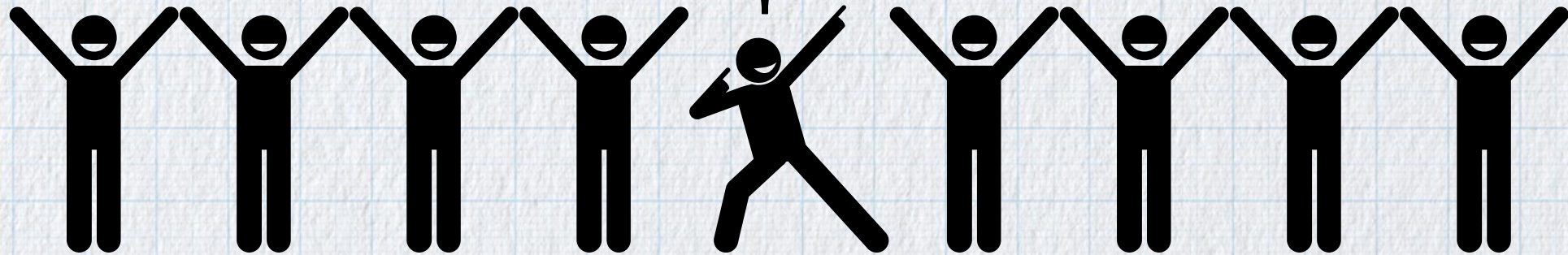
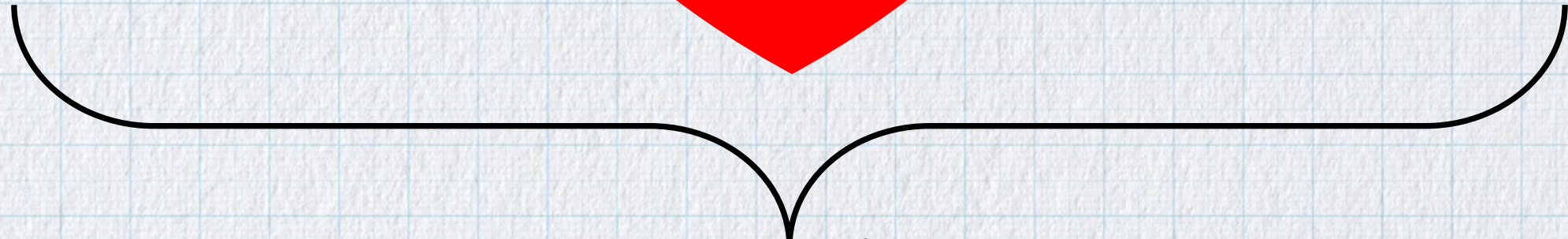
POSITIVE LEADERSHIP



WE



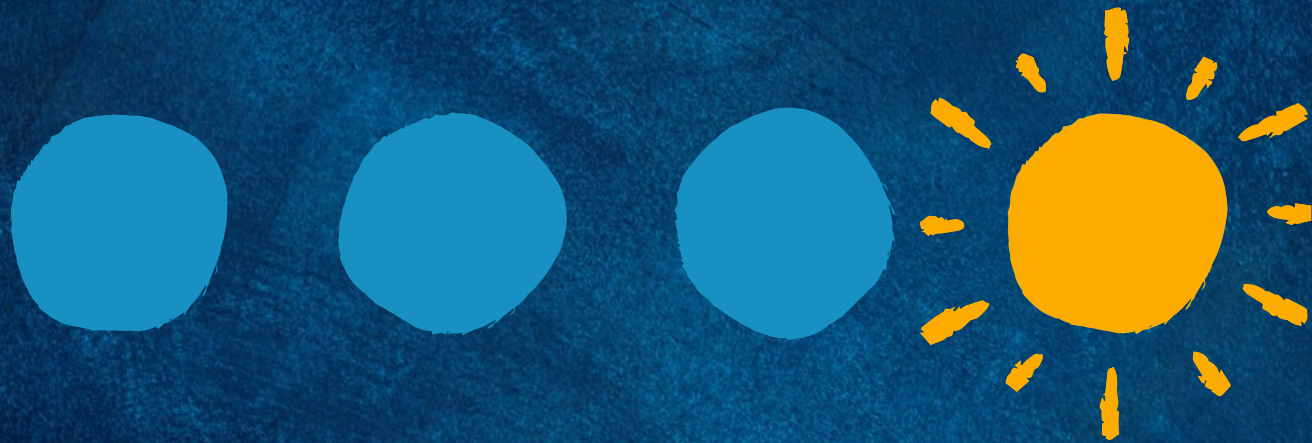
**OUR
COMPANY**





FEEL INSPIRED,
MOTIVATED BY
YOUR BOSS?

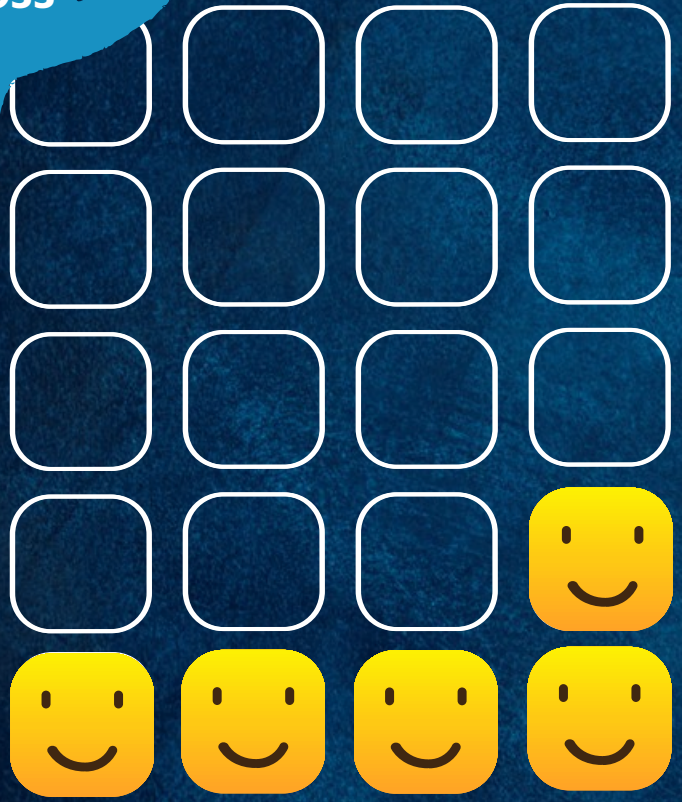
**FEEL INSPIRED,
MOTIVATED BY
YOUR BOSS?**



25 %



*“very
happy”
with my boss*

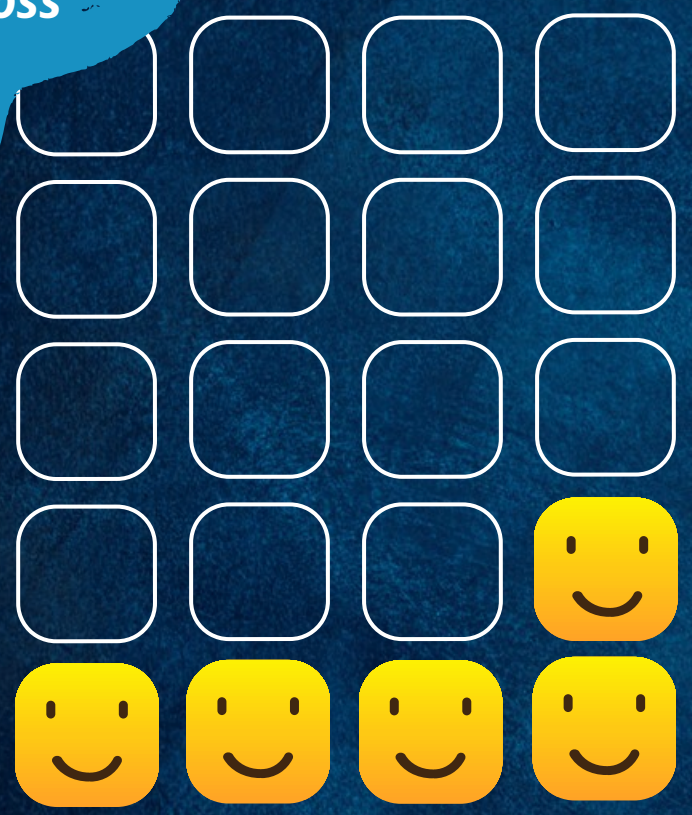


25%

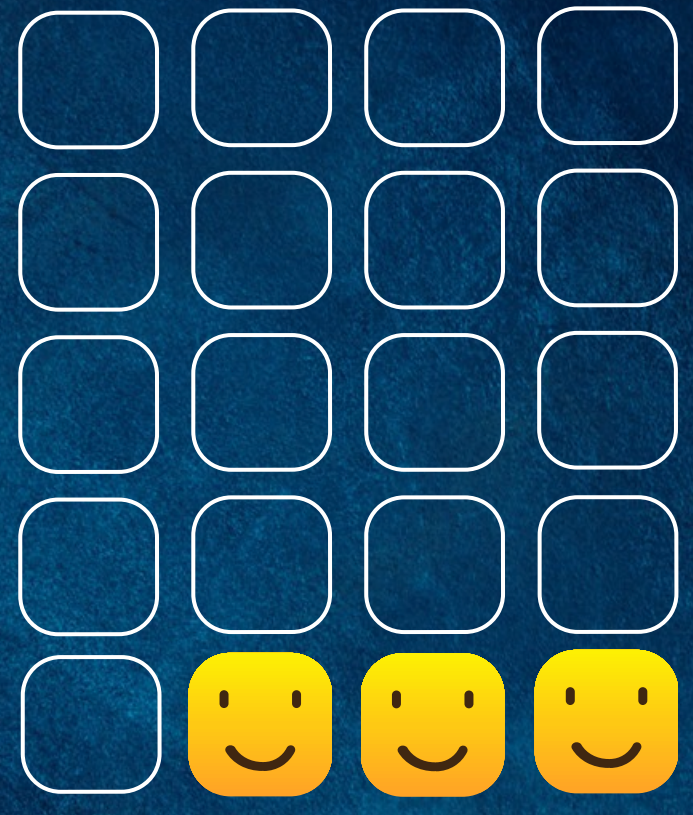
2018-2022



*“very
happy”
with my boss*



2018-2022



2024

16%





TURNOVER

SICK DAYS

**CUSTOMER
SATISFACTION**





BURNOUT

**"FEEL PART OF
THE TEAM"**

**"LOVE AND
RECOMMEND MY
JOB"**





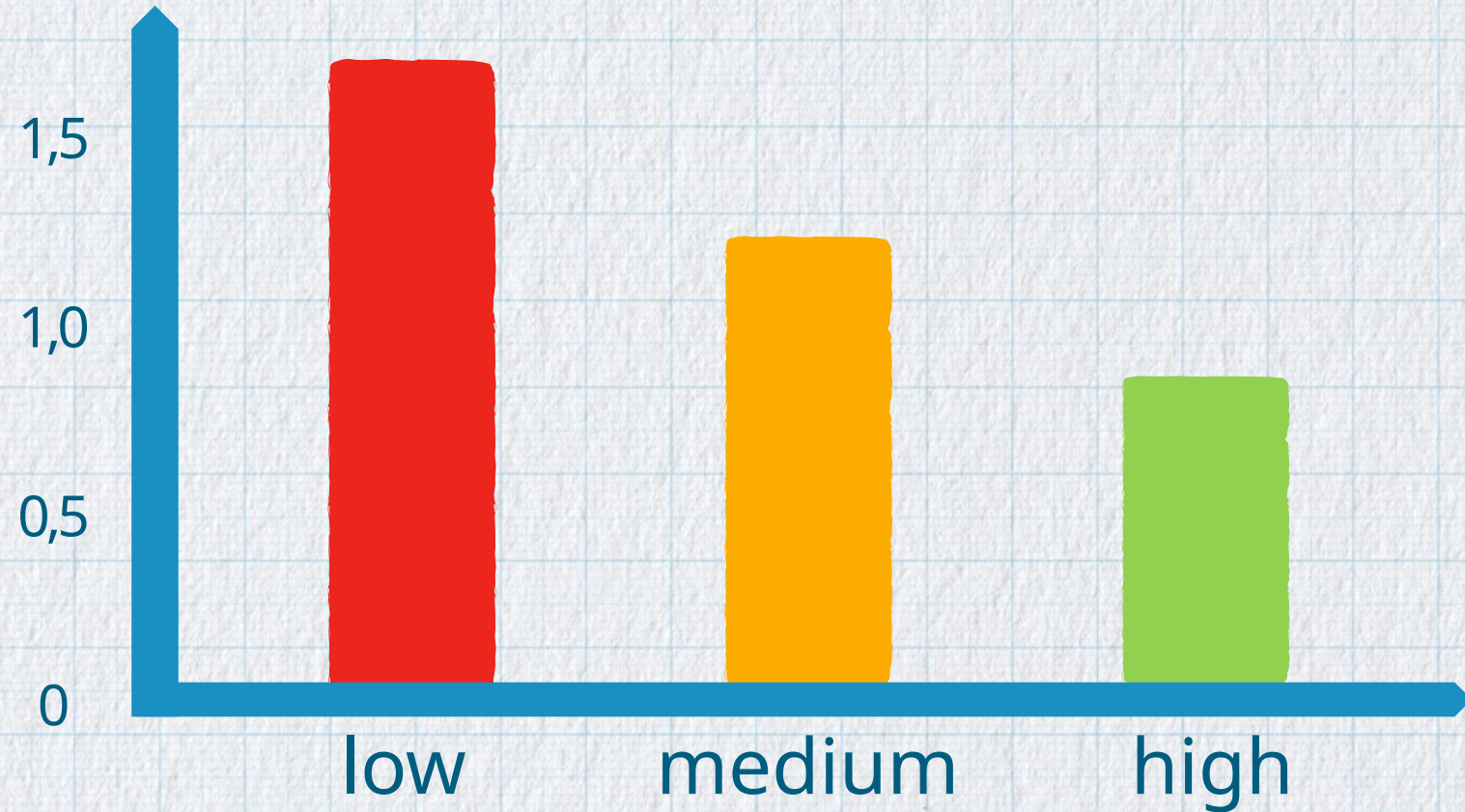
This is not about fluffy stuff. This is about interests: **A satisfied police officer causes less trouble, works better, stays longer.**

Dr. Martin Mauri
Police academy Lower Saxony





FOLLOWERS' BURN-OUT RISK



**LEADER'S SCORE
ON
POSITIVE
LEADERSHIP**

Source: ©Dr. Markus Ebner



FURTHER STUDIES HINT AT...

- higher **recommendation rates**
 - less **desire for part-time work**
 - augmented **customer satisfaction**
 - greater **hopefulness in change projects**
 - increased **job satisfaction**
 - stronger **perceived leaders' resilience**
- *results from manufacturing, sales, hospitals, real-estate organizations, employment agencies, swiss military units ...*
- *see Ebner, M. (2024): Positive Leadership. Facultas.*



ECPP 2026

European Conference on Positive Psychology

Registration ID

Dear Christian Thiele,

On behalf of the ECPP 2026 Scientific Committee, we are pleased to inform you that your abstract has been accepted as a **Poster** at the **12th European Conference on Positive Psychology (ECPP 2026)**, taking place from **1 - 4 July 2026 in Dublin, Ireland**.

All posters will be displayed in printed format at the conference venue.

Please find details of your abstract at the end of this email.

SPEAKER REGISTRATION

All abstract presenters are required to complete their registration by 19 March 2026 in order to secure their place in the programme. If registration is not finalised by this deadline, your participation may be withdrawn from the programme. Should you encounter any difficulties meeting this deadline, please notify us as soon as possible so we can assist you.

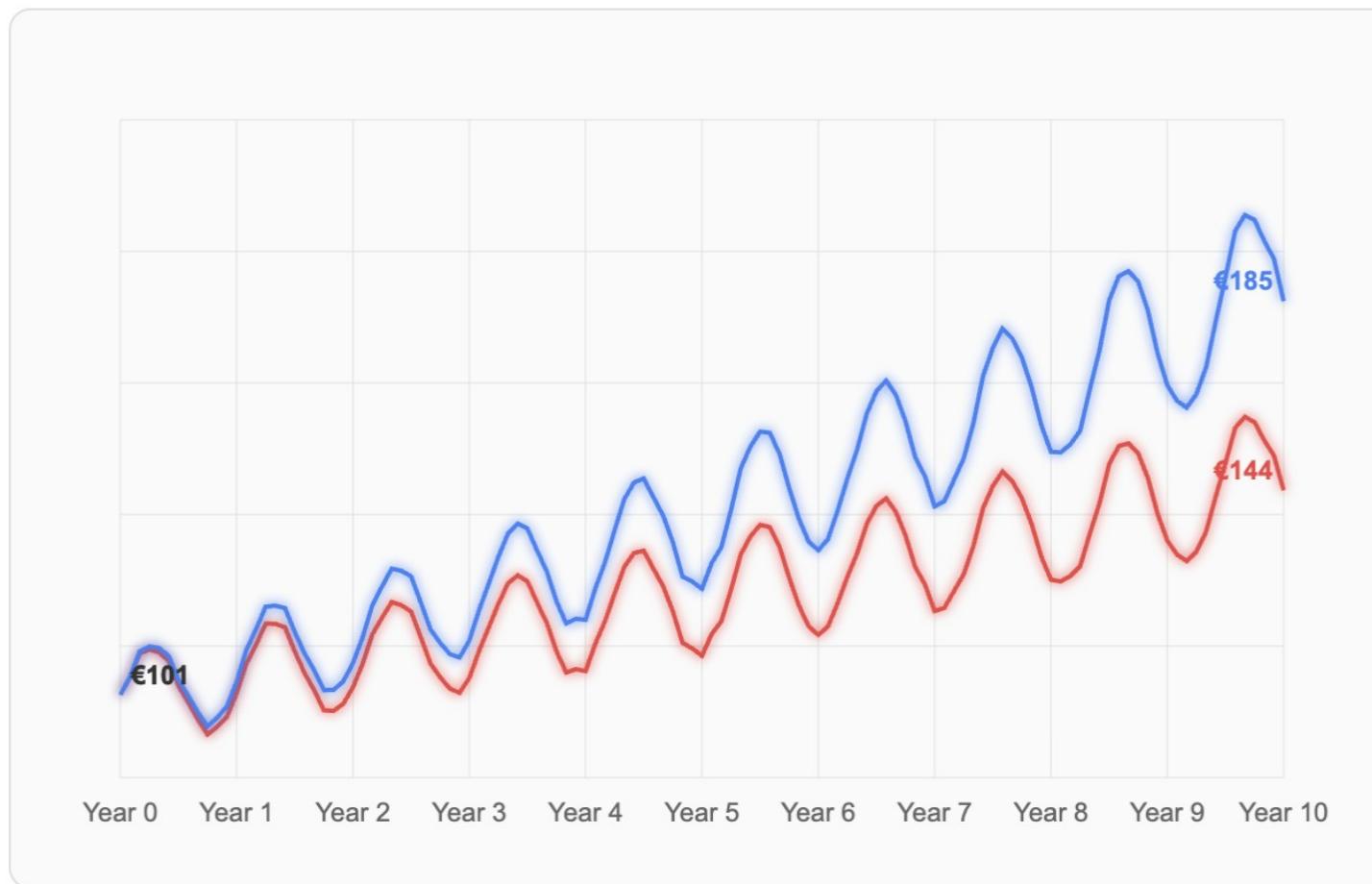
Please note that the early bird registration deadline is **Thursday, 19 March 2026**. We encourage you to register before this date to take advantage of the reduced registration fee.

To complete your conference registration, please use the personalized link provided below. This ensures your registration and abstract submission are associated with the same account.



😊 Happy Folks, Better Stocks

Zigzag pattern with constant difference of 2.5% per year



— Upper Line (Positive Inc.) — Lower Line (Traditional Company)

De Neve, J-E., Kaats, M., Ward, G. (2024).
Workplace Wellbeing and Firm Performance.
University of Oxford Wellbeing Research
Centre Working Paper 2304.



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Happy staff often make for satisfied shareholders, study finds

Research supports business case for investing in worker wellbeing

HBR.ORG

Harvard Business Review

JANUARY-FEBRUARY 2012

66 **The Big Idea**
Runaway Capitalism
(Beware the Peacock Effect)
Christopher Meyer and Julia Kirby

139 **Managing Yourself**
The Skills Every
21st-Century
Manager Will Need

156 **Life's Work**
Kareem Abdul-Jabbar

PLUS Audacious Ideas 2012

SPECIAL DOUBLE ISSUE

THE VALUE OF HAPPINESS
HOW EMPLOYEE WELL-BEING DRIVES PROFITS

www.wirtschaftspsychologie-aktuell.de 2 | 2023

WIRTSCHAFTS-PSYCHOLOGIE aktuell

Zeitschrift für Personal und Management

MITARBEITER-ZUFRIEDENHEIT

Wer sich wohlfühlt, leistet mehr

Wie wichtig ist Empathie für gute Führung? // Mit Mindful Leadership Achtsamkeit trainieren // Vorbild Profisport: Die Vorteile von Regeneration während der Arbeitszeit

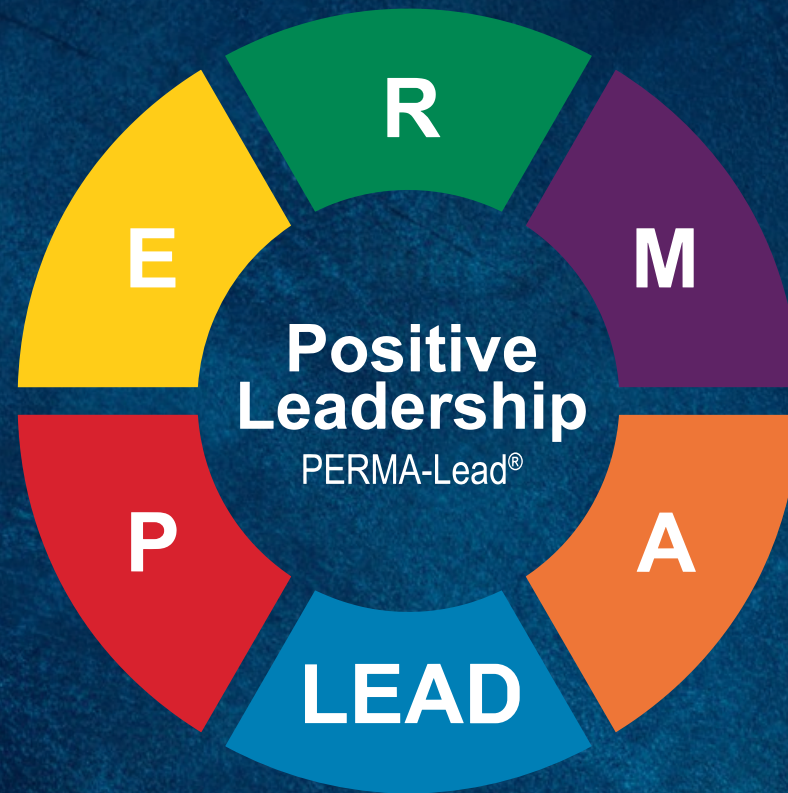


HANDOUT & PM DISCOUNT ON POSITIVE LEADERSHIP TEST & COACHINGS





2. How to *lead for the positive?*







*I am
proud of
how I/we ...*





*Lately,
I've felt
supported
by...*



???



*I'm looking
forward
to ...*





ACCOMPLISHMENTS
STRENGTHS
HOPEFULNESS



**foster
Positive
Emotions**





... problem A ...

... bug B ...



... risk C ...



bad > good



NEGA- TIVITY BIAS

...

Sirta
ki

Moussaka

Bouzouki

Freddo

Ouzo

Tavli

Siga-
Siga

POSITIVE EMOTIONS



joy

interest

awe

love
2.0

gratitude

serenity

amusement

inspiration

pride

hope



BROADEN AND BUILD



Barbara Fredrickson

- focus widens...
- more resources ...
- ... by positive emotions.



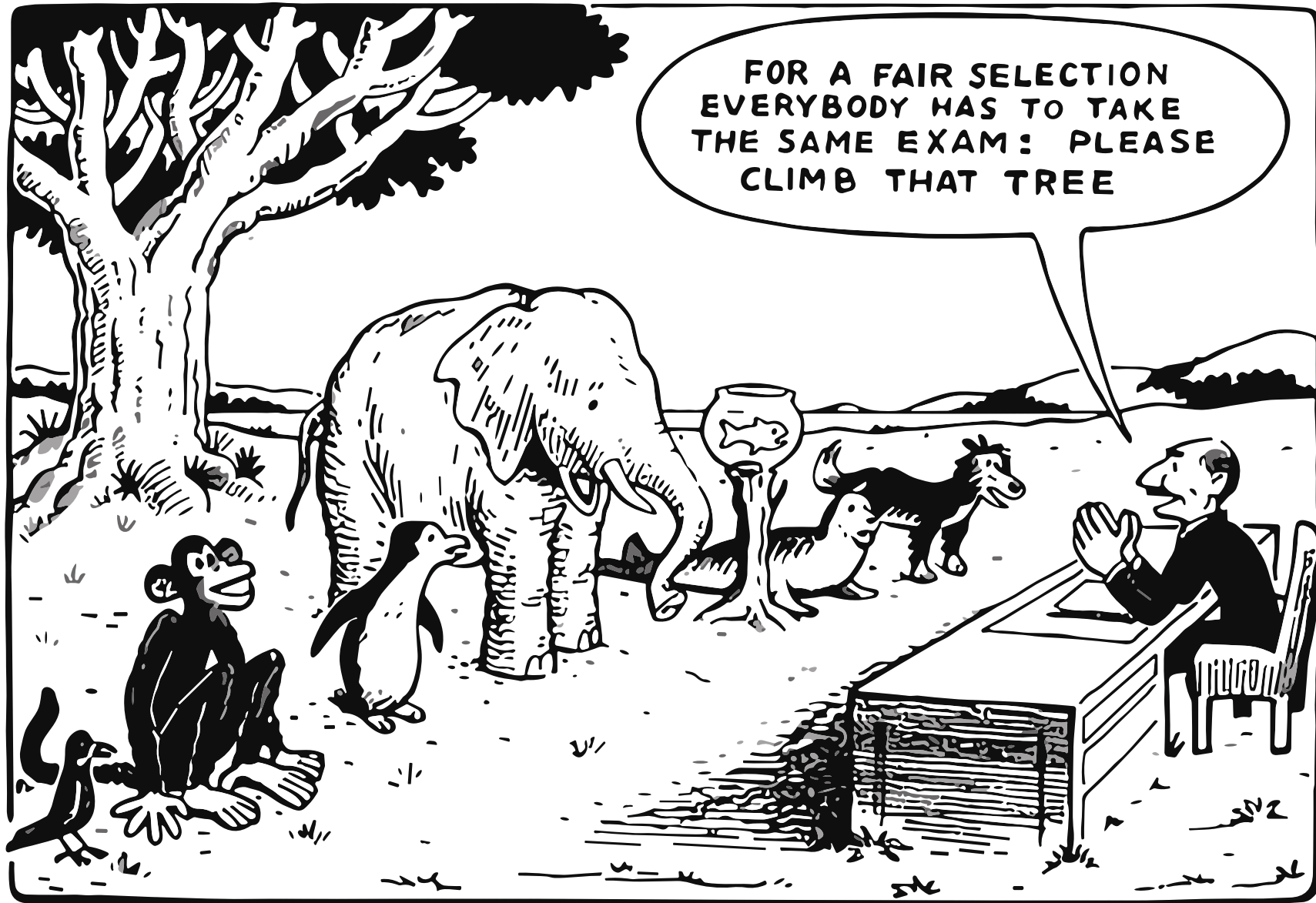
MORE
POSITIVE
IS MORE
PRODUCTIVE



engagement

Strengthen strengths







PLAYING TO STRENGTHS



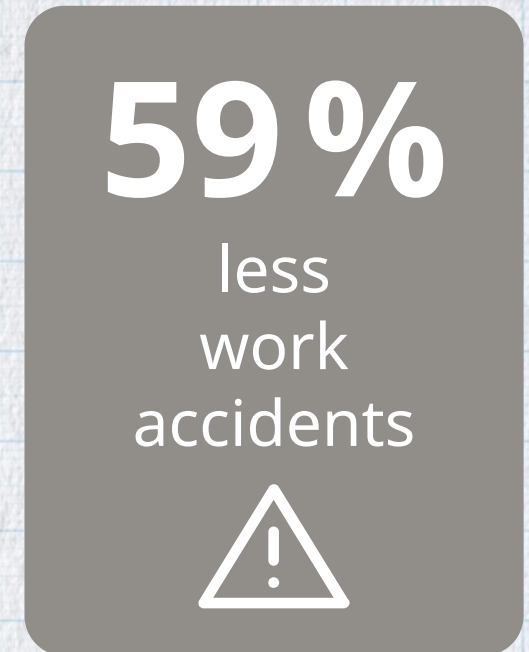
more
**positive
emotions**

reaching
goals
more
likely

less
stress
at work

PLAYING TO STRENGTHS MEANS...

higher
**performance
and
satisfaction**



... in strength-based organisations

Project Management conference

Maximize your talent to
deliver Value

28 and 29 of April 2026

OTEAcademy Auditorium & Live on your screen

The Project Management Conference 2026 aligned with the explosive changes in the profession and the project environment explores the new role of the project manager. This role that now focuses on Value Delivery, Benefits Realization, Flexibility of the use of advanced tools including AI.







critical thinking

see & convey the big picture

stress regulation

speed

diplo-
macy

humor

zest

hopefu-
ness

grasping/
following
structure

crea-
tivity

resilience

detail
orientation

bravery

social
intelligence



*What are
you good at?*



*What
fuels you
up?*



*When's
your job
most you?*



DON'T FIX WHAT'S
WRONG,
BUILD ON WHAT'S
STRONG



Can one alone

run

Mount Olympus?



Hephaestos



Hera



Hestia





News > World > Asia

Japan appoints 'Minister for Loneliness' after rise in suicides

There are 'many kinds of loneliness' that need to be addressed, prime minister says

Clea Skopeliti

Thursday 25 February 2021 15:40 GMT




Comments



Tetsushi Sakamoto was appointed to the role earlier this month (EPA-EFE)



relationships

...and water melons





KissYee Mouse Jiggler Mover Maus Beweger mit EIN/AUS-Schalter, Treiberfreier Mausbeweger Nicht nachweisbar, verhindert Bildschirmschoner und Schlaf-Modus für Computer, Laptop

[Besuche den KissYee-Store](#)

4,2  840 Sternebewertungen

Amazons Tipp für "maus juggler kissyee"

 4,2 / 5

840 recommendations



EDITORS' PICK

LEADERSHIP > CAREERS

Wells Fargo Fires 'Mouse Jigglers' Taking Aim At Fake Work And Other Trends

By [Jack Kelly](#), Former Contributor. © Jack Kelly covers career growth, job market and workplace trends.

Published Jun 18, 2024 at 01:45am EDT

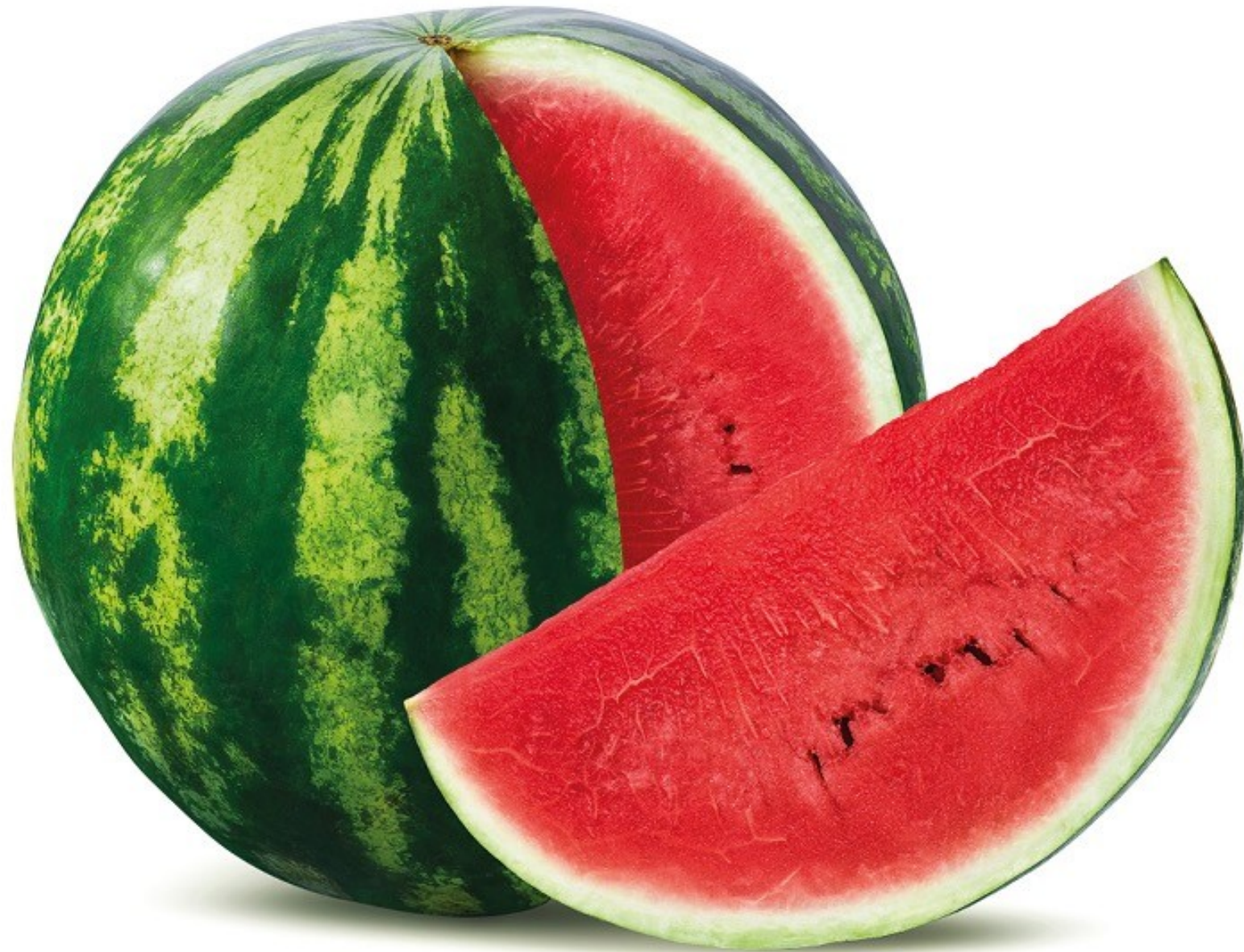
Updated Jun 18, 2024 at 10:49am EDT



Employers use various technologies to digitally monitor worker productivity, a practice that has become increasingly common in white-collar roles.

GETTY

Wells Fargo fired over a dozen employees last month



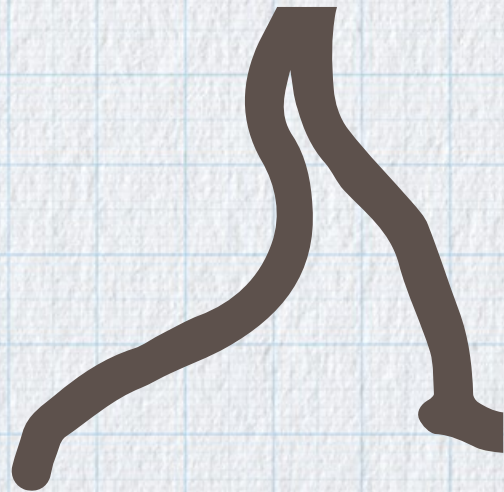


»THESE DAYS,
I'M STRUGGLING
WITH ...«



MORE
TRUST,

MORE
THRUST



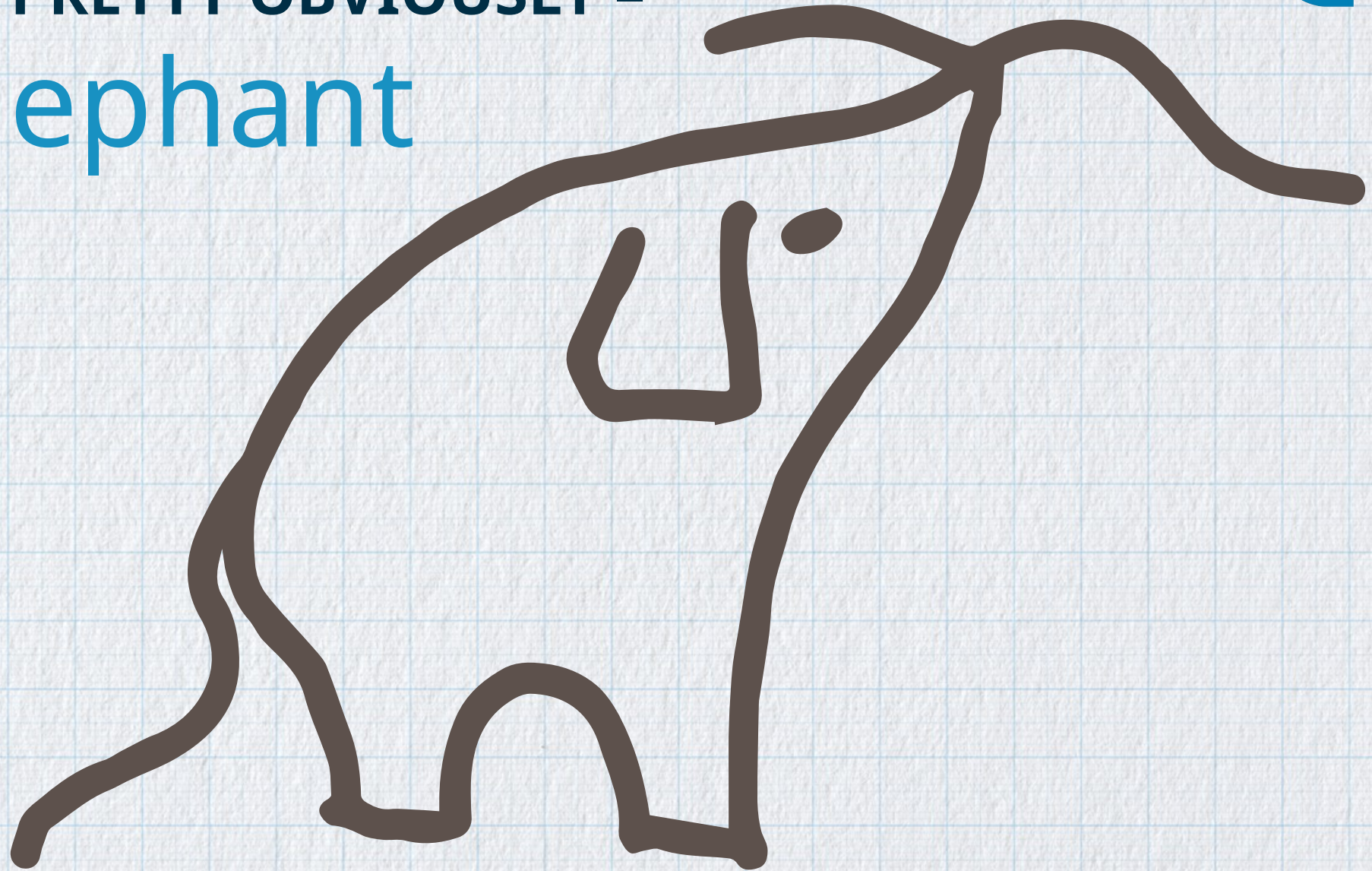


nd

10



THIS IS – PRETTY OBVIOUSLY –
an elephant
!!!





**conveys
meaning**



**Harvard
Business
Review**

Developing Employees

9 Out of 10 People Are Willing to Earn Less Money to Do More-Meaningful Work

by Shawn Achor, Andrew Reece, Gabriella Rosen Kellerman, and
Alexi Robichaux

November 06, 2018



Summary. New research on the meaning of work shows that more than 9 out of 10 employees are willing to trade a percentage of their lifetime earnings for greater meaning at work. Across age and salary groups, workers want meaningful work badly enough that they're willing... [more](#)







acropolis museum



GIVE THEM
A WHY,

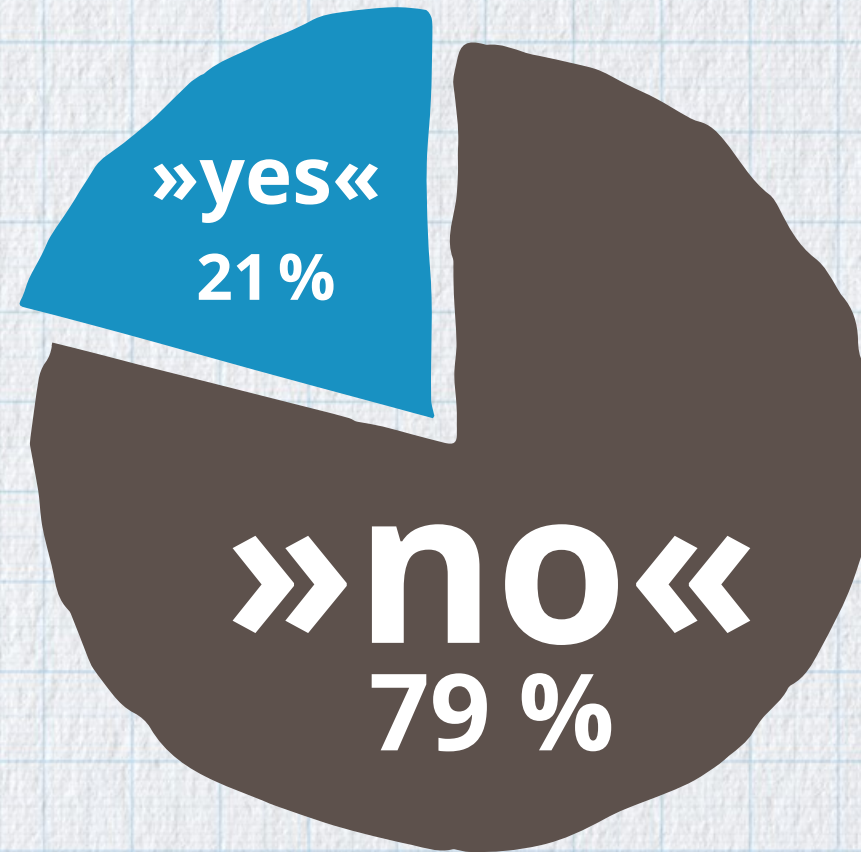
AND THEY'LL

FIND A HOW



DID YOU HAVE MOMENTS OF ACHIEVEMENT?

ENOUGH





accomplishment



... and sometimes,

1 victory

is enough...



...sometimes,

11 gods

are (more than) enough:



Nikopolidis

Seitaridis

Dellas

Kapsis

Fyssas

Basinas

Katsouranis

Zagorakis

Vryzas

Charisteas

Giannakopoulos





LESS
TO-DOS,
AND MORE
TA-DAAS



PLACE

LOVE

HARMONY

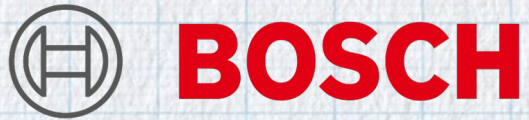


POSITIVE LEADERSHIP

- focusing the **positives**
- **scientific** evidence
- for **you, team, organizations**
- based on **Positive Psychology**
- measurable **results/ KPIs**



WORKING WITH POSITIVE LEADERSHIP



Verbund





HANDOUT & PM DISCOUNT ON POSITIVE LEADERSHIP TEST & COACHINGS





He managed to make us a group.
He created a spine of players and he trusted them all over his reign.

Giorgos Karagounis

