

TM


HAPPI
Workplace



Crafting Joyful High-Performing Workplaces

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About Us

Vision: To lead a global movement redefining work as a source of happiness and innovation.

Mission: To create workplaces where at least 90% of employees find joy, driving engagement, productivity, and loyalty through science and culture interventions.

Happi Workplace™ is a modern consultancy that moves beyond outdated surveys and understanding of people to create workplaces where employees are joyful, engaged, and productive. We use science-backed proprietary tools to deliver practical, cost-effective solutions that drive real results. Here's who we are and what we do:

Global Problem-Solvers: We're a team of researchers and consultants working across Australia, the Middle East, and India to help organizations build cultures where employees feel valued and motivated.

Happiness ROI: Our mission is to craft workplaces where happiness drives measurable outcomes, like Higher Profitability, Productivity, Customer Loyalty and lower Staff Turnover, as seen with our clients. We create measurable action plans.

Science-Backed Experts: Our ATOM Model™, Happier+ Survey™, and TrueHappi Score™ provide the best understanding of your workforce.

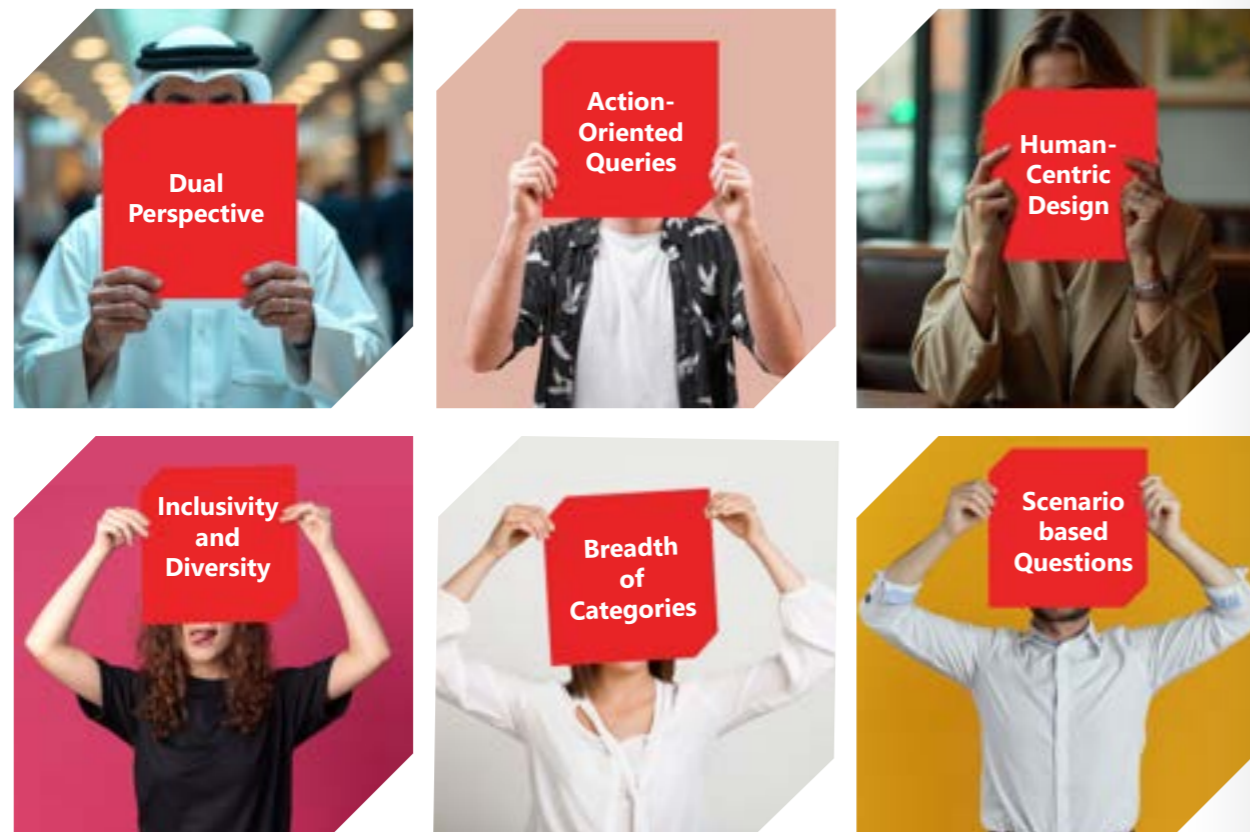
Culture Builders: We focus on end-to-end execution, incorporating leadership workshops through our Happi Workplace™ Academy, JoyWorks program, team alignment plans, audit and ROI measurement.

Value-Driven Partners: At 5-6x the value in the market, we make elite solutions affordable, ensuring every organization can create a thriving workplace





Your Top Ranked Consultant in the field of Happiness



Super Grok

Scoring Summary	
Tool	Overall Score (/10)
Happier+ Survey	9.9
Competitor - 1	9.7
Competitor - 2	9.5
Competitor - 3	9.2
Competitor - 4	8.5
Competitor - 5	8.8
Competitor - 6	7.8

Chat GPT

Final Comparative Table (✓ Only Where Happier_Score Highest)							
Feature / Platform	Happier+ ✓	C - 1	C - 2	C - 3	C - 4	C - 5	C - 6
Scientific Validity	10 ✓	9.5	8.5	9	8.5	8.5	8
Question Design (Clarity + Depth)	9.5 ✓	8	8.5	9	9	8.5	8.5
Actionability (Likert + Open Qs)	10 ✓	8	9	9	9	9	8
Well-being & Mental Health Focus	10 ✓	6	7.5	7.5	8.5	8	8
Real-time Dashboards? Daily Pulse	9.5	7.5	9	10 ✓	9	10 ✓	9
Customization & Flexibility	9.5	6	7.5	10 ✓	9.5	9	8.5
Inclusion & Belongings Coverage	9.5 ✓	6.5	8	9	9	9	8
Recognition / Rewards Coverage	9 ✓	6	7.5	8	7.5	8	8
Team-Level Insights & Trust	8.5	7	8	9.5	9	10 ✓	9
Fun / Positivity / Peer Bonding	9.5 ✓	5	6.5	7	8	7.5	9
Benchmarking Power (Regional Match)	9	10	10 ✓	10 ✓	9.5	9	7.5
TruHappiness Index (Holistic)	10 ✓	5	6	7	8	7.5	7
Overall Score (Avg)	9.5 ✓	6.9	7.9	8.6	8.6	8.5	8.1

Our Proprietary Approach



ATOM Model™: Proprietary 360-degree framework assessing emotional, cognitive, and environmental engagement factors.



Happier+ Survey™: Deep-dive tool capturing nuanced employee sentiment developed with 24 research-backed science inputs.



TrueHappi Score™: Aligns the true nature of an employee with sentiment.

Our CORE Promise

- Eliminate outdated survey models with our Atom Model™
- Reduce high costs (5x-6x more value with our Joy Package)

- Raise Human Science with our Happier + Survey™ and TruHappi Score™
- Create: End-to-End Solutions to create Joy centric and productive workforce





The Power of Happiness

Happiness is a strategy, not a luxury, transforming workplaces into competitive powerhouses

The Impact of a 10-point Increase in Engagement

7%-10% Profitability Increases (Gallup)	12%-15% Absenteeism Reduces (Gallup)
6%-8% Productivity Increases (AON)	12%-15% Employee well-being Reduces Burnout (SHRM)
3%-4% Customer loyalty Increases (Gallup)	15%-20% Attrition Reduces (LinkedIn)

How Different are Organizations with Higher Engagement*

23% Profitability Increases (Gallup)	41% Employee well-being Reduces Burnout (SHRM)
21% Productivity Increases (AON)	43% Absenteeism Reduces (Gallup)
10% Customer loyalty Increases (Gallup)	43% Attrition Reduces (LinkedIn)

*High Engagement typically refers to organizations in the top quartile of engagement scores. An organization is considered to have "Acceptable Engagement" when at least 70% of employees are classified as engaged.

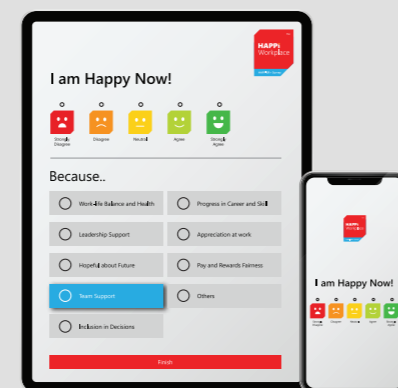
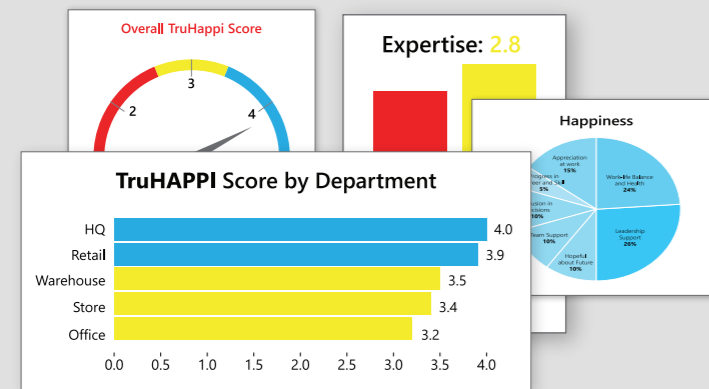
Our Offerings



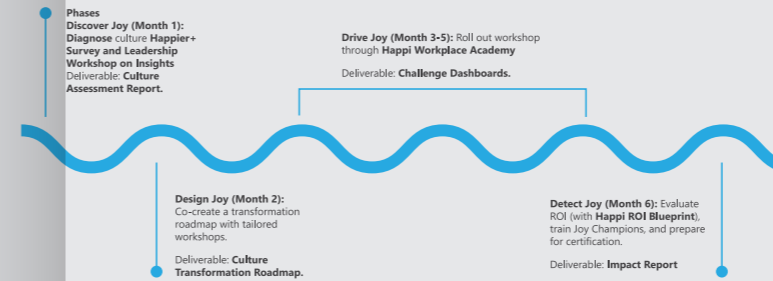
Prestigious **Happi Workplace™ Certification, Benchmarking and Rankings** (Top Happi Workplace™)



Proprietary **Employee Happiness Surveys, Pulse Surveys, Analysis and Action planning** (Incorporating our models like **ATOM Framework™** and **Happier+ Science**)



6-month intervention designed to craft a joyful, high-performing workplace



JoyWorks - Number One Ranked* and Behavioral science based **Culture Transformation programs** (Scalable and Targeting 90% employee

About your people

How many people do you employ?	100
What is your current employee turnover rate?	15%
What is the average annual salary of your employees?	96,000 (€ 8k monthly Salary)
How much does it cost to fill each vacancy?	8,000 (Avg is 0.25x to 3x)
Current number of vacancies each year	15
Cost of filling these vacancies each year	120,000
Expected percentage reduction in employee turnover	15% (On an Avg 17.5% loss Body to leave Job)
Number of vacancies each year after investing in employee happiness	11
Cost of filling these vacancies each year	88,000
What is the productivity value of your average employee?	1,095,000
Expected increase in productivity from investing in increasing the happiness of your employees	10% (Happy employees are 7% more productive)

About your investment with Happi Workplace™

How much will you invest in your employee happiness and engagement (platform)?	100,000	per Annum
Other costs associated with your employee happiness and engagement activity?	10,000	per Annum
Total investment in employee happiness and engagement	110,000	per Annum
Recruitment cost saving from reduced employee turnover	18,000	per Annum
Additional value of productivity from investing in increasing the happiness and engagement of your employees	547,500	50 Direct Employees
Total savings and increased productivity	565,500	per Annum
Expected return on investment:		
414%		

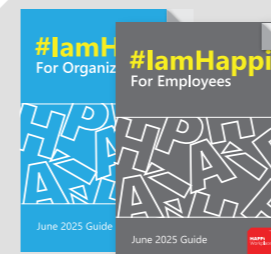
Happi ROI Blueprint - ROI and Business Impact focused change management execution



Proven Industry and Role specific engagement interventions

(e.g.: Reducing Burnout in Retail Staff, Reducing Learning Stress for Software Programmers, Collaboration for Sales Teams)

#IamHappi Publications



Happi Workplace Academy - Workshops and Trainings to Drive your Happiness Journey

* Based on 2025 comparison by Grok and ChatGPT



More Offerings

By Happi Workplace™ Academy



Leadership Workshops : targeting the most impactful areas of Employee Engagement (e.g.: Strengthening Leadership Presence, Creating an Appreciation-driven culture, Developing Expertise that drives success)



Instructor led Micro Learning Programs (Digital) to drive focused changes (e.g.: Harmony, Stress Management, Well-Being)

JoyIgnite - "First Time Leaders Program"



Thematic Happiness Interventions : Survey Results based Happiness Toolkit for teams (e.g.: the Power of Team Synergy, the Ripple Effect of Inclusion)

* Based on 2025 comparison by Grok and ChatGPT

Our Track Record **Will Drive your Future Happiness**

Objective : Make an **AED 3 Bn Retail entity** regain market share and become a Top 3 Employer in UAE with a focus on Leadership Impact and Employee Happiness .

Impact :

- Sales CAGR of 6.3% (3 Years), Vs Degrowth.
- Achieved Top 3 ranking in 2017. Additionally Top 5 ranking for 3 Years.

Objective: Make an AED 7 Billion diversified Group improve Customer Journey (Conversion) and Top 5 workplace within 3 Years with a focus on Caring, Wellness, Teamwork and Leadership Respect.

Impact :

- Achieved Top 4 Organization to work in UAE (Year 3)
- Conversion improved by 9% (Multi Concept Conversion)

Objective: In 3 Years, make a UAE based Car Rental organization become a Top 10 Places to work in UAE with a focus on Wellness and Engagement

Impact :

- Year 1 , became Top 20 Organizations for Parents in UAE

Objective: Make an AED 500 Mn entity a Top 20 Employer in Saudi Arabia with a focus on National Happiness

Impact :

- Improve Nationalization from 35% to 80% without any business degrowth
- Achieved the Top 12 ranking



Our Solutions:
 Unmatched Value in UAE
Smile, Cheer, Glow and Joy
 Tailored Joy for Every Workplace

Level - 1
Smile
 (Discovery)

- **Certification and Insights:** Gain Happi Workplace™ Certification and detailed action reports by demographic and UAE benchmark data, to drive engagement and showcase commitment to workplace happiness.

- **Unlimited Multilingual Surveys:** Conduct Happier+™ surveys in English and Arabic (SurveyLite in Hindi) for unlimited employees, unlimited frequencies via Email, WhatsApp, or Pen & Paper, ensuring inclusivity for diverse UAE workforces.

- **Cost-Effective Visibility:** Leverage social media templates, LinkedIn badges, and website features with a 4-hour support TAT, ideal for companies seeking value for their investment and looking to establish their branding in UAE market.

Level - 2
Cheer
 (Design)

- **Enhanced Recognition:** Secure Happi Workplace™ Ranking and additional certifications for leaders and regions, gain access to annual summits, media mentions and #IamHappi publications, positioning organizations as UAE engagement leaders.

- **Strategic Alignment:** Benefit from KPI recommendations, Happi ROI Blueprint, and quarterly webinars to link engagement to business outcomes, empowering firms to optimize performance.

- **Real-Time Feedback:** Utilize the Pulse Survey App with weekly reports (1-year access) to monitor engagement continuously, ensuring alignment with your need for data-driven insights

Level - 3
Glow
 (Drive)

- **Leadership Development:** Access Leadership workshops, including JoyIgnite - First-Time Leaders Program—and Champions Training, designed to cultivate engagement-focused leadership.

- **Targeted Workshops:** Engage teams with thematic, engagement-linked workshops, fostering a Happiness movement in diverse UAE workplaces.

- **Personalized Support:** Work with a dedicated account manager to tailor engagement strategies, ensuring seamless execution for organizations that require support.

Level - 4
Joy
 (Transform)

- **Comprehensive Culture Transformation:** With a Happiness and Business Coach - execute the 6-month JoyWorks program for integrated cultural change, aligning with your priorities. This includes Culture report, Transformation Roadmap, Trainings, Dashboard and Impact report

- **Premium Insights and Leadership:** Combine real-time analytics, leadership programs, strategic and ROI tools to drive retention and productivity across your enterprises

- **Maximum Visibility:** Lead UAE rankings with certifications, media exposure, and event access, establishing clients as pioneers in employee engagement and Emiratisation.



Join the Happi Movement

Let's make your workplace a joyful powerhouse.



www.happiworkplace.com

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