La felicidad, el mejor camino hacia el futuro
Empresas felices en tiempos de crisis

Mayo 2012

Sala Alegría

Realmente no es una sala,…. Es la puerta a un mundo distinto, un espacio **MAGICO** donde el tiempo se detiene, un lugar donde tu alma y tu mente pueden reposar, un sitio para hablar desde el corazón, un territorio para viajar allá donde desees y ser todo aquello que puedas imaginar,….un mundo donde encontrar tu silencio interior, tu paz, tu serenidad,… un mundo para potenciar el crecimiento de las personas y desde ahí construir, entre todos, una empresa mejor.

La sala de la Alegría

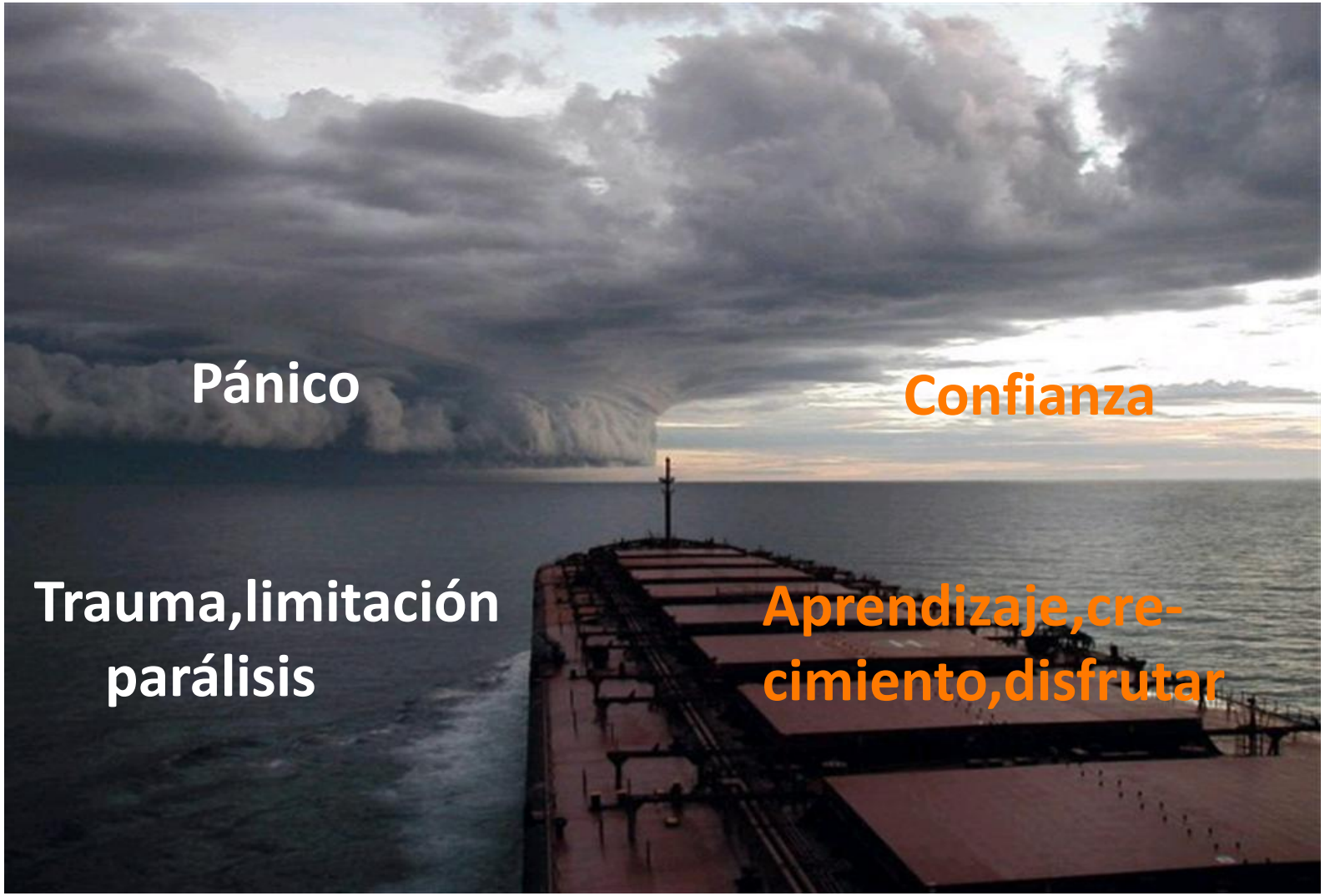
Algunos datos de interés…

- **8 de cada 10** grandes empresas españolas utilizarán InfoJobs(1)
- **7 de cada 10** ofertas en internet en España estarán en InfoJobs(1)
- **330.925 alegrías** contratos cerrados a traves de InfoJobs en 2011(1)

(1) Datos InfoJobs

La decisión personal

InfoJobs



¿Quién hay detrás del negocio?

Más de 200 trabajadores en plantilla trabajando por una **Misión** común:

Hacer fácil a todas las personas encontrar el mejor empleo posible

La esencia de los infojobbers

Desarrollando personas para crear valor

Schibsted will be the most attractive media group in Europe, through people who dare, who challenge and who create

DRIVERS

Growth	Market and sales	Organisation	Corporate development	Finance
Europe's most innovative media group, founded on strong brands.	A leading group in Europe in understanding changes in media usage and applying this knowledge in developing traditional and new media.	A leading group in Europe in developing talent, leaders, employees and creative organisations embracing continuous improvement.	A group with an open, including culture hallmarked by efficient cooperation and strong local entrepreneurship.	A leading media group in Europe with regard to long-term financial returns and risk management.

FOUNDATIONS

A diverse media group which conveys important, useful and entertaining content.	A group that fosters democracy and diversity through integrity and editorial independence.	A knowledge-based group whose core resources are strong brands and highly qualified employees.	A listed company giving competitive financial returns based on a sound balance sheet.

We create winners every day

We challenge established truths.
We dare enabling others to perform. Our results leave trace.

An innovative leader	An insightful leader	A people oriented leader	An open leader	A hungry leader
• Is open to change and creates an environment for continuous improvement • Thinks outside the box • Dares to take calculated risk and shows tolerance for mistakes • Sees new possibilities faster than the competition	• Has strategic and professional understanding • Understands the needs of users, readers and customers • Thinks and acts wholly within own company and within the Schibsted Group • Involves himself/herself in relevant sales work	• Trusts people and delegates responsibility • Is good at building teams • Involves, supports and follows up employees • Attracts and develops talented employees	• Gives and receives feedback • Is accessible and shares information and recognition • Stimulates to equal rights between sexes and to diversity • Shows coherence between word and action; walk the talk	• Establishes goals, communicates clear expectations and clarifies responsibilities • Is proactive and result orientated • Can prioritize and has implementation power • Fosters commitment and enthusiasm

Our leaders shall fully respect the human rights and equality.
Creative ability is strengthened through integrity, good working environment and diversity.
The Schibsted Group builds on humanistic and democratic values.

Metodología ágil y continuous improvement

方针

Hoshin = Direction

Bhutan, un país donde la RIQUEZA no se mide por dinero sino en FELICIDAD

Medir la Felicidad como camino hacia el éxito

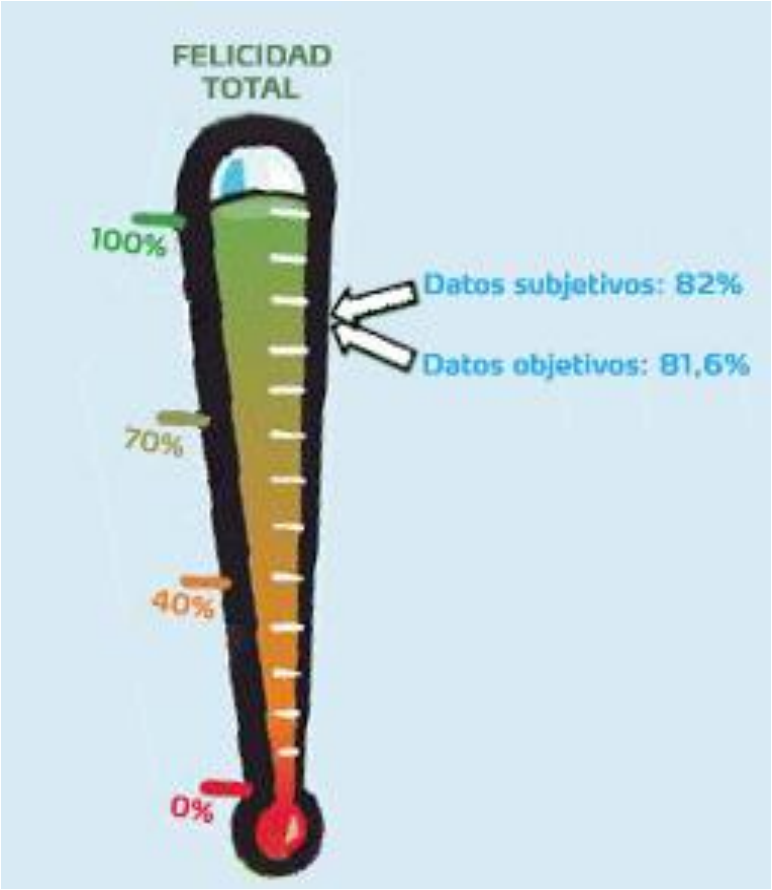
Resultados termómetro 4Q 2011

Nivel de participación: **60%**

NIVEL DE PARTICIPACIÓN		
	0-50 %	participación baja
	51-75%	participación normal
	76-100%	participación alta

Grado de felicidad: Basándonos en los criterios que nos habíamos fijado, el resultado global ha sido bueno, ya que **la organización no presenta signos de fiebre ;-)**

NIVEL DE FELICIDAD		
	0-40%	felicidad baja
	41-70%	felicidad normal
	71-100%	felicidad alta



Resultados

InfoJobs

A celebrarlo

InfoJobs

¡ Muchas gracias por vuestra atención !

Joan Pau Fisas
People Development Support Director