

# Inclusion 247 Podcast

## Show notes

[www.inclusion247.com](http://www.inclusion247.com)



## Episode #2 – Happiness, Engagement and a Thriving Culture



In this episode we talk to Tony Latter, Head of Happiness and Innovation at The Happiness Index.

Tony Latter is a Co-founder of The Happiness Index, who are a Human Insights

Partner. They provide companies with the technology to gather feedback from their people and turn that data into insight which enables companies to build data driven and people led strategies.

Their vision at The Happiness Index is 'Freedom To Be Human' which to them means:

- People are treated as a human and not a number.
- They can bring their true self to work and not have to adapt to their workplace culture.
- They have a voice.



Their innovative approach has seen them win numerous awards including New Business of the Year at the European Business Awards and the Innovative Employee Engagement award at the UK Employee Experience Awards

Always On – isn't about employees being accessible within an organisation 24/7 but more that

employees are able to provide in the moment feedback to the company on how they are feeling.

Always-on is fundamentally transforming the way employees provide feedback to their organisations. No longer is feedback controlled by the organization. It puts the power in the employee's hands by allowing them to:

- Provide feedback on any topic they wish.
- At any point in time they want
- Via a medium that fits around their style of communication.

Always on helps employees raise issues in the moment and allows companies the opportunity to address them before they escalate.

Always on influences diversity, inclusion and belonging because it helps to frame strategic conversations. Everything we do at The Happiness Index is linked back to our vision of freedom to be human.

At The Happiness Index they think of Diversity, Inclusion and Belonging as:

Diversity is being invited to a party.  
Inclusion is being asked to dance.  
Belonging is dancing like nobody is watching.

Belonging is particularly interesting for us because Diversity has been a focus for a long time, Inclusion is a hot topic at the moment and Belonging is starting to gather momentum and it's something we're hot on at The Happiness Index and revolves around bringing your true self to work.

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## Contacting The Happiness Index

Tony can be contacted via LinkedIn or

Twitter: @lattertony or @happinessindex1

## About the Show

The **Inclusion 247** podcast is for busy professionals who want to know 'how' to create an inclusive workplace culture. Throughout this series Teresa will speak to some of the most inspiring thought leaders of today, including yourself(!) who will share their knowledge and insight into what it takes to build an inclusive workplace culture. She will guide listeners through her tribes Diversity & Inclusion® methodology - from taking stock, raising awareness, to inspiring all stakeholders, building for the future and embedding positive Diversity & Inclusion practices.

The format of the Podcast is 30 minutes of conversational-style discussion about ideas relating all aspects of equality, diversity, inclusion and belonging.

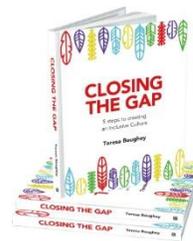
## About your host

Teresa Boughey is an Award-Winning Diversity and Inclusivity specialist with over 25 years' Senior Leadership experience working with large organizations and their executive boards.



Teresa is a TEDx speaker, a UK Female Entrepreneur Ambassador and has been recognised as a Top 100 F:entrepreneur. She is business board member of two All-Party Parliamentary Groups, influencing Government on Policy.

She has appeared on BBC One's Sunday Politics Show and local BBC Radio. Teresa has also been a judge at the UK Biz Awards and UK Employee Experience Awards.



Teresa is the author of the #1 best-selling book ***Closing the Gap – 5 Steps to Creating an Inclusive Culture***.

As an active fundraiser Teresa has also helps raise funds for various charities and is currently an Ambassador for The Hunger Project – **Unleashed Women's Project**.