

Dear Friend,

Spring is here in Denver. With the crocuses and tulips sprouting, one of the most exciting moments yet for the Flourishing Work Alliance is blooming too. In this month's newsletter we are inviting extraordinary leaders to join us for the inaugural **Executive Flourishing Forum** in Denver on April 29, sharing an update on the **Harvard Flourishing Summit** happening this week in Boston, and highlighting the latest research confirming what we've always believed. We know that flourishing at work is not a luxury — it is the defining strategic imperative of our time.

— Eleanor Allen & the Flourishing Work Alliance

FEATURED EVENT

Executive Flourishing Forum

Because Flourishing People Build Flourishing Organizations

Register [here](#).

DATE & TIME	LOCATION	BONUS
April 29, 2026 9:00 AM – 5:00 PM + Happy Hour 5:00–7:00 PM	Upper Larimer Events Center Denver, Colorado	Fireside Chat with Special Guest Dr. Matt Lee — Researcher at Harvard and Professor at Baylor

In today's demanding world, it's not enough for workplaces to simply function. We believe workplaces need to *flourish* — from both the employees' and the employers' perspectives. The **Executive Flourishing Forum** invites leaders to move beyond traditional wellbeing initiatives and reimagine flourishing as a strategic advantage and a true measure of organizational success.

Join **Eleanor Allen** (CEO, Flourishing Work Alliance) and **Ashish Kothari** (CEO, Happiness Squad), facilitated by **Annyse Balkwill** (CEO, LuminUS Group), for a guided journey of self-discovery and practical roadmapping toward organizational flourishing.



The Forum is grounded in the successful implementation of organizational flourishing practices, the achievement of transformational outcomes, and the application of science to validate the tools and theories underlying these changes. It's a unique opportunity to gather with like-minded leaders who believe that people and performance grow stronger together.

◆ FIRESIDE CHAT

Special Guest: [Dr. Matt Lee](#)

Professor at Baylor University and Researcher at Harvard, Dr. Matt Lee is one of the foremost scholars on flourishing at work. Your forum experience includes an intimate fireside conversation with Matt — an exclusive opportunity to engage directly with one of the foremost global authorities on the science of flourishing.



Matt Lee
Professor at Baylor and Researcher at Harvard

[Register for the Forum →](#)

NEWS & INSIGHTS

The State of Flourishing at Work

The evidence is in and it is both sobering and inspiring. The newly released *Workplace Well-Being Report 2026* from the University of Illinois confirms what our community has long sensed: **61% of U.S. workers are languishing**, while only 39% are flourishing. Crucially, this gap cuts across every demographic. There is no "at-risk group." The conditions of work itself, especially autonomy, psychological safety, and ethical leadership, are the decisive factors.



The business case has never been clearer. Wellhub's *Return on Wellbeing 2025* found that **82% of CEOs report positive ROI from their wellness programs** — with 30% seeing returns exceeding 100%. Investors are taking notice: companies with high well-being scores consistently outperform peers in profitability, retention, and innovation.

New research points to a two-pronged answer for what separates flourishing employees: *building skills* and *building conditions*. Employees can practice reframing and resilience, but those behaviors only take root in organizations that provide genuine autonomy and psychological safety. **Leaders create the soil where employees can grow and thrive.**

In the age of omnipresent AI, the future of work must address both the adoption of AI and the intentional development of organizational culture. It also requires building the skills employees need to thrive in this new paradigm.

"The companies that make the pivot to prioritizing well-being in 2026 won't just repair the damage of 2025 — they'll dominate the decade."

— Fast Company, February 2026

SUMMIT UPDATE

The Flourishing Summit at Harvard — Happening This Week

DATES	HOST
March 18–19, 2026	Human Flourishing Program Harvard University

We are proud to share that the **Flourishing Summit**, hosted by the Human Flourishing Program at Harvard University, is taking place **this week — March 18 and 19**. The summit convenes leaders from across sectors under a powerful aspiration: ecosystem-wide flourishing. Our CEO, Eleanor Allen, will be attending.

This gathering is rooted in the belief that character is foundational to flourishing and that genuine care for people is essential to the success of individuals, organizations, and societies worldwide. It represents the frontier of leadership thinking. It is designed to inspire and connect members of the Flourishing Network, reinforcing that reimagined leadership means empowering flourishing at every level, not merely within individual organizations.

The Flourishing Work Alliance is proud to be part of this movement. Stay tuned for insights and takeaways we'll share from the summit with our community.



I spoke with Matt Lee at the Summit. Take a look at the video for a sneak peek of what he is going to talk about in our Fireside Chat at the Forum on April 29th.



The Flourishing Summit 2026

In Person - Harvard University

Day 1 - Wednesday 18 March 2026
Day 2 - Thursday 19 March 2026

[Learn More About the Summit →](#)

Ready to join us in Denver?

The Executive Flourishing Forum on April 29 is a rare day designed entirely for leaders who believe people and performance grow stronger together. Space is limited.

[Register for the Forum →](#)