Embedding an Ecosystem of Well-being and Happiness Across the University

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Tecmilenio was founded in Mexico in 2002.

Today

60,000 students

in 31 campuses

Young Students (60%)

- High school: 15-18 years old
- College degree: 18-22 years old

Adults (40%)

- College > 22 years old
- Master's degree: >25 years old

The university with the most master's degree students in Mexico.

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In 2012, we choose to transform and initiated a disruptive innovation process, focusing on trends around the world and the needs of our stakeholders:

- Students
- Parents
- Industry
We defined a new powerful vision, setting the human being at the center of purpose in life and the competencies to achieve it.
This vision led us to create a **New University Model**

1. Customized Student Experience & Degrees
2. Learning by Doing
3. Positive Wellbeing & Happiness Experience

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We learned from the best and created . . .

Ecosystem of Happiness and Wellbeing

- **Positive Emotions**
  - Feeling positive emotions and joy
  - Having a positive attitude

- **Engagement**
  - Experiencing “flow”
  - Being fully engaged
  - Facing challenges
  - Applying our skills
  - Engaged and enthusiastic

- **Positive Relationships**
  - Having positive relationships
  - Having support network
  - Feeling loved and valued

- **Physical Well-being**
  - Healthy eating
  - Physical activity
  - Adequate rest

- **Mindfulness**
  - Focused attention, concentration, being fully present in the moment

- **Academic Programs and student life**

- **Teachers and Staff**

- **Physical Environment and service**

- **PURPOSE IN LIFE**

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Ecosystem of Happiness and Wellbeing

- **Purpose**
  - Learning from the best
  - Creating...

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At Universidad Tecmilenio, Wellbeing and Happiness means:

- FEELING GOOD IN THE PRESENT.
- BEING SATISFIED WITH THE PAST.
- LIVING LIFE WITH A PURPOSE.
A learning community that cultivates the best of each person, allowing them to flourish, discovering their purpose in life and benefit society.

We define how we want to live our culture and we choose to be a Positive University.
THE TECMILENIO

POSITIVE UNIVERSITY EXPERIENCE
FOR OUR STAKEHOLDERS.

SUSTAINABILITY

COMPANY, GOVERNMENT AND ORGANIZATIONS

STUDENTS

ALUMNI

FACULTY AND STAFF

SUSTAINABILITY

PURPOSE IN LIFE

Physical Environment and service

Teachers and Staff

Academic Programs and student life

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STUDENTS

Discovering and developing their purpose in life

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Leaders with a purpose in life, continually seeking to be their best self.

Agents of positive change for the organizations and society.

ALUMNI

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FACULTY AND STAFF

• Positive, empowered, living the Ecosystem of Wellbeing & Happiness

• Developing the talent that will lead the University in the future

• Continually improving as persons and in their performance.

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COMPANIES, GOVERNMENT AND ORGANIZATIONS

- Building long term relationships with suppliers, sister schools, companies and board members.

H. E. Ohoud Al Roumi, Minister of State for Happiness, United Arab Emirates
In 2013, we founded:

**Institute for Wellbeing & Happiness**

- Education and Positive Formation
- Positive Leadership in Organizations
- Happy Cities

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Our results are encouraging

1. Accelerated Enrollment Growth

- 2012: 34,009
  - 11% Annual Growth
- 2018: 60,000
  - Adults (40%)
  - Youth (60%)
- 2025: 160,000
  - Adults (60%)
  - Youth (40%)

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National and international positioning has improved significantly

Tecmilenio in the UN

Tecmilenio in the OECD

World Government Summit

Support in the formation of the 1st Positive University in Europe

Founding partner of International Positive Education Network

Ranked in the Top Ten universities in Mexico

Best Practices in the world in Online Teaching, Employability and Online Education

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How do we do this?

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Pick a random picture from your phone’s camera roll

• What positive emotion makes you feel?

- Joy
- Love
- Gratitude
- Awe
- Serenity
- Amusement
- Inspiration
- Interest
- Hope
- A Sense of Pride
We have designed an Student Journey for both, High School and Undergraduate programs for the development of Wellbeing Competencies.
We have a centralized focus on our design

- Centrally designing the students and staff experiences.
- Lean operations at each campus. (28 full time (avg))
- All adjunct faculty (+6,000)
STUDENT JOURNEY
HIGH SCHOOL
UNDERGRADUATE STUDENT JOURNEY
We designed a taxonomy of observable attitudes and skills in levels of expertise for the evaluation and measurement of each element of our Ecosystem.

We are starting the use of rubrics for a competence based evaluation of our students.
Wellbeing and happiness mapping

**Level**

- **Positives Emotions**
  - Identify different emotions and manage a vocabulary for expressions
  - Analyze what causes him/her different emotions
  - Design and implement practices to cultivate positive emotions and reduce the effect of negative emotions
  - Implement practices to promote other people to enhance their positive emotions

- **Engagement**
  - Identify the activities in which you are most involved
  - Analyze the conditions that facilitate your involvement
  - Generates conditions of involvement in environment. designs and implements practices to develop skills and/or increase level of challenge
  - Collaborate with others to increase their levels of involvement.

- **Meaning and Purpose**
  - Integrate the concepts of purpose and meaning into your vocabulary
  - Analyze what activities contribute to your experience of purpose and meaning of life
  - It generates strategies that contribute to its purpose and frequently implements activities that offer purpose and meaning
  - Helps other people know and develop their life purpose

- **Positive Relationships**
  - Identify the components of a good relationship
  - Recognize behaviors that promote good interpersonal relationships
  - Establish positive relationships with important people in your life
  - Helps other people develop positive relationships

**Identify**

**Understand**

**Uses**

**Transfer**

universidad tecmilenio

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Accomplishment
Identify the concepts associated with achieving goals.
Understand the goal setting process and analyze your own experiences based.
Set SMART goals and design and implement strategies to achieve your goals.
Helps other people set and achieve goals.

Physical wellbeing
Identify the concepts associated with health and physical well-being.
Analyze what activities can improve your physical well-being.
Establishes plans to improve physical indicators and incorporates into routine activities that improve physical well-being and health.
Helps other people develop physical well-being.

Mindfulness
Identify the concept of mindfulness.
Classify different techniques and experiment with some practice that promotes mindfulness (meditation or others).
He/She has a daily practice of mindfulness.
Helps other people develop physical well-being.

Character Strengths
Identify the concept of character strengths.
Analyze your main strengths according to the VIA classification.
Consistently uses its main strengths.
Helps other people know and use their strengths of character.
Rubrics:

<table>
<thead>
<tr>
<th>Código</th>
<th>Módulo</th>
<th>Título</th>
<th>Descripción</th>
</tr>
</thead>
<tbody>
<tr>
<td>0001</td>
<td>1</td>
<td>Fundamentos de la Logística</td>
<td>Introducción a la logística y gestión de inventario.</td>
</tr>
<tr>
<td>0002</td>
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<td>Procesos de Despacho</td>
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<td>0003</td>
<td>3</td>
<td>Manejo de Demanda</td>
<td>Análisis de tendencias de demanda y anticipación.</td>
</tr>
<tr>
<td>0004</td>
<td>4</td>
<td>Logística de la Transporte</td>
<td>Planificación de rutas y escalas de transporte.</td>
</tr>
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<td>0005</td>
<td>5</td>
<td>Control de Calidad</td>
<td>Implementación de sistemas de control de calidad.</td>
</tr>
<tr>
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<td>6</td>
<td>Gestión de Inventario</td>
<td>Estrategias de inventario y optimización de stocks.</td>
</tr>
<tr>
<td>0007</td>
<td>7</td>
<td>Logística de la Producción</td>
<td>Integración de la logística con la producción.</td>
</tr>
<tr>
<td>0008</td>
<td>8</td>
<td>Logística de la Comunicación</td>
<td>Optimización de la comunicación en la cadena de suministro.</td>
</tr>
</tbody>
</table>

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Full time staff Certified

1,426 Positive Psychology 278 Positive Organizations

Adjunct Faculty trained in Pos. Psychology

7,117 Positive Psychology 84% Of all active teachers
Learnings and Challenges

- Is always relevant to hear students’ voices.
- We need to have our measurements clear and systemic.
- It is easier to start with the “why”.
- We need to be agile when developing designs.
Keys to Becoming a Positive University

INSPIRING VISION

CULTIVATE A POSITIVE ECOSYSTEM

CULTURE ALIGNMENT

LONG LIFE COMMITMENT

POSITIVE LEADERSHIP

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SAVE the DATE

IPEN 2020

October 11th-13th
Monterrey, México

THE 3RD. FESTIVAL OF Positive Education
Where academics+ character+ wellbeing meet

For more information: ipen2020@servicios.tecmilenio.mx

Hosted by Universidad Tecmilienio.
A gratitude excercise…

Who’s your oldest message?

Thank you!

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