



Welcome to:

**European Workplace Innovation Network | May Bulletin**  
EUWIN is an initiative of the European Commission's Directorate General for Enterprise & Industry

## Diffusing Workplace Innovation: The Case of Hungary

Hungary demonstrates relatively weak performance in workplace innovation practices compared with the European Union as a whole but, as Csaba Makó explains in this article, there are grounds for optimism.

In advance of Euwin's Vienna Workshop this week, Csaba argues that learning from the main features of the Finnish Workplace Development Programme (TYKES) is one possible "cognitive driver" for change in Hungary. This is currently being pursued by means of an innovative Leonardo project involving partners from Finland, Hungary and Romania.

Read Csaba's article and download the Leonardo report ***Mapping the Context for Transfer of Finnish Workplace Development Practice – Finland, Hungary and Romania.***



by Csaba Makó

[Read Csaba's Article](#)

[Download Leonardo Report](#)

## Trade Unions as Knowledgeable Participants in Workplace Innovation

Copenhagen Conference - April 2014



Euwin's Copenhagen Workshop hosted by LO (the Danish Confederation of Trade Unions) and CO- Industri (the Central Organisation of Industrial Employees in Denmark) is stimulating new cross-border co-operation between trade unions.

Over two days, some 45 participants from ten countries addressed two key questions:

*How does workplace innovation benefit workers?*

*How can trade unions play an active role as "knowledgeable participants" in workplace innovation through the provision of expertise and expert facilitation?*

But the Workshop was just the start.

By the end of the event, most participants felt strongly about keeping the conversation going and actively identifying new opportunities for collaborative action across national borders.

[Read on to discover the agreed actions](#)

[Learn more about how unions are stimulating, resourcing and sustaining workplace innovation](#)

## Becton Dickinson – medical devices manufacturer



The fortunes of companies and plants can be turned around when management and unions work together to release the knowledge, experience and creativity of their workforces.

Becton Dickinson has produced medical devices in Drogheda for fifty years, but during the first decade of this century the plant seemed to be falling off the parent company's radar. Drogheda was gradually being overshadowed by its sister factory in Dun Laoghaire with fourteen pen needle production lines compared with Drogheda's one. Substantial job losses and a lack of new investment left a space inside the factory "the size of a football field". Employment had fallen to less than a hundred. Moreover corporate interest was clearly waning: "we weren't getting many visitors" according to David Mullis, Head of HR.

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## Workplace innovation gains new momentum in Portugal



Participants who attended the special Euwin strand of the ICIEMC Conference in Aveiro on 2nd May are working towards the creation of a Portuguese Workplace Innovation Alliance that brings employers' organisations, trade unions, policymakers and researchers together.

Euwin's March Bulletin highlighted the need for Portuguese companies to speed up the

adoption of participative working methods to support economic recovery, business performance and employee wellbeing.

Conference organiser Irina Saur-Amaral (IPAM) said “Today’s workshop has exceeded our expectations in terms of raising awareness and motivating participants to promote workplace innovation in Portugal. It is now up to us all to drive the process forward through partnership with policymakers, social partners and others”.

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## Gaining big performance benefits by developing Super Teams

### Guest Essay

The first of an occasional series in which practitioners and researchers from across Europe contribute personal perspectives and experiences of workplace innovation.

Ian’s essay reflects many of the issues explored in Euwin’s Knowledge Bank and The Fifth Element, including Learning, Reflection and Innovation and Workplace Partnership. His chemical factory example also resonates with the case of Becton Dickinson discussed in this Bulletin.



*by Ian Dodds*

[Read Essay](#)

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## Euwin's Knowledge Bank

EUWIN's Knowledge Bank is a unique resource that will help to spread awareness and know-how about workplace innovation throughout Europe.

The Knowledge Bank is a rich resource for practitioners and researchers alike. It includes articles, case studies and practical guides which will stimulate, inform and sustain change in all kinds of workplace.

By joining our unique community of people in more than 30 countries you can share knowledge and experience, find answers and collaborate with EUWIN members across Europe.

Click below for a preview or log in to access the full Knowledge Bank, comment on documents, subscribe to our monthly Bulletin or contribute to discussion forums. You can navigate using the Search facility, through the Themes or The Fifth Element pages.

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Save the date:

EUWIN's Sofia Conference

29th September 2014

Please  
Forward

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