

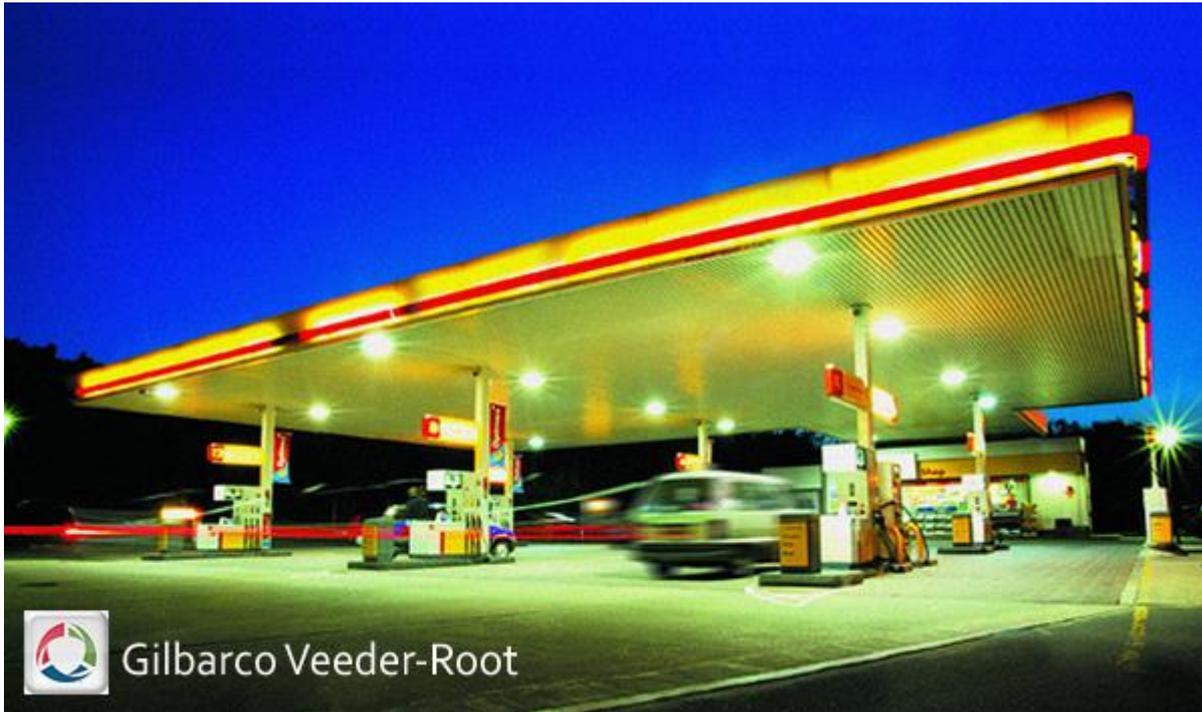


Welcome to:

**European Workplace Innovation Network | February Bulletin**

EUWIN is an initiative of the European Commission's Directorate General for Enterprise & Industry

## Continuous improvement for world-class business



*When you first start out it's quite easy. So we had quite a few successes, major successes in the early days, which were easy to quantify. Then, like everybody else, you come across this problem . . . where do we go from here?*

Veeder-Root is a leading global supplier of automatic tank-gauging and fuel management systems. Some years ago the UK branch of the company engaged in an organisation-wide change programme in order to maintain their competitive edge in an uncertain and rapidly changing environment.

In this short film the managing director, Hugh Chapman, talks to Professor John Bessant about the background to the change programme and explains how Veeder-Root decided to engage in an organisation-wide process of continuous improvement driven by "policy deployment": an approach where the strategic goals of the company are linked to the improvement activities of every employee.



This film is part of the Innovation Portal developed by Professors John Bessant and Joe Kidd to support their books.

[Access the Innovation Portal.](#)

[Watch the film here](#)

# European Journal of Workplace Innovation

A new open-access resource for researchers and practitioners



EJWI will be an open-access, net-based, peer reviewed, English-language journal designed to:

- Develop new insights into workplace innovation.
- Provide case studies from Europe as well as comparative studies from other continents.
- Develop and present new theories in the field of workplace innovation.
- Become an important international publication channel for the international workplace innovation community.

EJWI is not intended to just be "yet another journal". One of our objectives is to provide a rapid publication route for case study reports from practitioners and other items which don't fit the normal criteria for academic journal papers.

**Publication of the first issue, including articles from leading researchers, will coincide with EUWIN's March 2015 Bulletin.**

[Øyvind Pålshaugen](#), Editor in Chief

[Hans Christian Garmann Johnsen](#), Managing Editor

[Richard Ennals](#), Co-editor

## Green workplace innovation Danish trade unions publish their “inspiration catalogue”



*Denmark needs more green workplaces. We need to make the existing workplaces more eco-friendly and energy efficient and create new jobs in the sectors where the transition towards more renewable energy is part of the business model. In this way, a greener Denmark also becomes a richer Denmark.*

LO, the Danish Confederation of Trade Unions, has long been at the forefront of thinking about how to create and sustain a competitive economy. Its work on [employee-driven innovation](#) has been influential in Denmark and beyond, and not just amongst trade unions.

LO's latest report extends the principles of employee-driven innovation to the greening of Denmark's manufacturing and service economy. Drawing on experiences from six pioneering companies, this “inspiration catalogue” contains 20 important recommendations on how managers and employees can work together to create greener workplaces.

*No one knows the workings of everyday routines better than the employees - and thereby also the possibilities for green changes.*

[Download the report here](#)

## Converging paths

Are workplace participation and financial participation on the same track?



October's San Sebastian Conference **Jointly developing participation in Gipuzkoa: people, companies and territory** engaged enterprises, trade unions, business associations, policymakers and researchers in a fascinating exploration of different approaches to employee participation.

However two distinct strands emerged from the discussion - **financial participation** in the form of employee share ownership and **direct employee participation** through new forms of work organisation and "employee voice". Both claim to achieve enhanced outcomes for companies and their employees alike.

**Rosemary Exton** and **Peter Totterdill** reflect on the outcomes of the San Sebastian Conference and draw on the case of the UK's **John Lewis Partnership** to argue that financial participation can achieve great results – but that it is not sufficient on its own.



Rosemary Exton, UK Work Organisation Network (UK WON)

Professor Peter Totterdill, UK Work Organisation Network (UK WON)

[Read more and watch videos from the conference here](#)

# Save the Date

Keep up to date with EUWIN events



**11<sup>th</sup> April and w/c 11<sup>th</sup> May:** EUWIN events in Vilnius: click [here](#) for details

**28<sup>th</sup> - 29<sup>th</sup> May:** Arbeit in der digitalisierten welt (Working in a digitalized world), Berlin. Details to be announced.

**June:** Event in Poland (date and venue to be announced)

**9<sup>th</sup> September:** EUWIN's Large Scale Event in Leuven, Belgium. This is part of a week of activities organised in conjunction with EUWIN, the International Workshop on Teamwork (IWOT) and the Global STS-Design Network.

[Find out more about our events](#)

## Please Forward

Thank you for being part of [euwin](#). Together we bring together the knowledge, experience and enthusiasm of enterprises, employees, unions, employers' organisations, policymakers and researchers from across Europe. Spread the word! Please forward this briefing to your colleagues, associates and suppliers. Ask them to sign up [here](#). Make sure they don't miss out.

