



Welcome to:

European Workplace Innovation Network | July Bulletin

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

A culture of quality: Arginta Engineering UAB EUWIN's latest addition to the Film Bank!



“There are no bad employees, just bad managers” (Tomas Jaskelevičius, Business Development Manager, Arginta)

Arginta Engineering UAB, based in Vilnius, Lithuania is an engineering system supplier to the energy, pulp and paper, oil and gas, railway and lifting industries. The company specialises in contract manufacturing including engineering, welding, painting, assembly and the installation of on-site services.

The company currently comprises a team of 200 employees and has also developed a wide cooperation network with other Lithuanian manufacturers.

Gintaras Kvietkauskas, Director of the Arginta Group believes strongly that quality and improvement should be owned by everyone in the company rather than being policed by management. The company has created a series of empowering practices to support an enabling culture. Quality issues are resolved directly on the production floor, frontline employees are actively empowered to make suggestions for improvement and innovation, and the focus is on shared learning rather than blame when things go wrong. Tomas is clear about the benefits of employee involvement, not

least because it provides workers with increased competence and secure employment in a developing global company.

[Read more](#) [Watch the video](#) [Download the PDF](#)

Rising East

Reflecting on two remarkable days in Vilnius and Warsaw



Last Autumn I was delighted to report the enthusiasm for workplace innovation demonstrated by business representatives at EUWIN's Sofia Conference ([Bulletin, October 2014](#)). It defied the sceptics by demonstrating that some managers (at least) in Eastern Europe understand the importance of employee participation and empowerment just as well as those in the Northern countries.

Was this a one-off phenomenon? Would we be facing an uphill struggle to engage participants at EUWIN's events in Lithuania and Poland on 15th and 16th June? I needn't have worried: the answer was a definitive "NO".



Rosemary Exton
Director, UK WON

[Download the report](#)

Workplace Innovation

The next generation



Let's face it, many of the strongest advocates for workplace innovation over the last few years are men from a small number of Northern European countries who are old enough to remember the first moon landing.

But thanks in part to EUWIN, that is beginning to change in terms of both geography and gender. Although the older sages won't be giving up in the foreseeable future, a new generation of workplace innovation animateurs is beginning to emerge all over Europe.

Peter Totterdill, one of the old guard, interviewed two of the rising stars after the Gipuzkoa Workplace Innovation Conference in May. Meet **Dr Rasa Rotomskienė** and **Egoitz Pomares**...



Dr Rasa Rotomskienė, Lithuanian Confederation of Industrialists
Egoitz Pomares, Sinnergia

[Read the interview](#)

Making the invisible workplace visible The UK: making history or repeating history?

NICE National Institute for
Health and Care Excellence

acas

Promoting employment relations and HR excellence

You could almost be forgiven for thinking that the ways in which we work, how our work is organised and whether our ideas are welcomed in the workplace are of little or no consequence for the UK. Successive governments have been silent on the workplace over the last few decades while those who argue that better ways of working can have a significant impact on productivity, innovation and employee health and well-being have rarely been heard in policy circles.

It is therefore remarkable that two very different public bodies published guidelines on the same day. On Wednesday 24th July Acas (the UK's employment relations service) published a report ([Building productivity in the UK](#)) which seeks to put the workplace at the heart of Britain's productivity crisis. This is the latest step for Acas in recognising that good employment relations go beyond traditional concerns and involve good job design, effective teamworking and empowering employees to shape the decisions that affect their work.

NICE (National Institute for Health and Care Excellence) Guidelines on [Workplace policy and management practices to improve the health and wellbeing of employees](#) also break the silence on how work is organised. Like the Acas report, the recommendations emphasise good job design and the importance of balancing demands on employees with the ability to organise their own work.



Peter Totterdill
Chief Executive, UK Work Organisation Network

[Read more](#)

Lessons from Gipuzkoa

The creation of modern workplaces



With strong support for workplace innovation the Spanish province of Gipuzkoa aims to build a territory based on the Knowledge Society, social cohesion and economic and environmental sustainability. The Provincial Council wants to contribute to developing a Socially Responsible Territory committed to sustainability through collaborative strategies and multilateral commitment with efficient solutions that create value for all parties. A territory that generates social capital and trusting relationships; a territory with a sense of belonging, identity and a strong willingness to change.

Watch a great line-up of speakers give their views on Workplace Innovation: **Jon Peli Uriguen** (Gipuzkoako Foru Aldundia), **Alfonso Unceta Satrustegui** (Sinergiak Social Innovation UPV/EHU), **Peter Totterdill** (UKWON/EUWIN), **Frank Pot** (TNO/Euwin), **Rasa Rotomskiene** (Mykolas Romeris University), **Peter Oeij** (TNO), **Antonio Corral** (Ikei-Research & consultancy).

[Watch the video](#)

Save the Date

Keep up to date with EUWIN events



9 th September	Leuven, Belgium	On 9th of September 400 business practitioners will gather to share their experience and get equipped with practical tools to support the uptake of non-technological innovations. This Leuven EUWIN Conference will also be a chance to meet possible future business partners. Details and registration here .
8 th October	Bucharest, Romania	Euwin is cooperating with the “Business Summit for HR Directors-HR with Impact”
19 th October	Warsaw, Poland	Euwin regional event in Poland, together with Polish Development Agency. More details to follow.

[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.

