



Welcome to:

European Workplace Innovation Network | August Bulletin

EUWIN is an initiative of the European Commission's Directorate General for Internal Market, Industry, Entrepreneurship and SMEs

EUWIN moves up a gear for Leuven



Established in 2013, the European Workplace Innovation Network (EUWIN) has demonstrated remarkable growth in the last year. In less than twelve months we have more than doubled the number of our Members. And the concept of workplace innovation, traditionally perceived as a Northern European specialty, is over the past 3 years becoming understood all over Europe. Basque politicians have promoted workplace innovation as a regional priority. The Lithuanian Confederation of Industrialists has put the topic at the top of its yearly national conference. Researchers have been uncovering the state of workplace innovation in Poland and in October, together with the Polish Agency for Enterprise Development (PARP) and Kozminski University, EUWIN will share the findings with the business community. In Romania, we have been invited by two partnerships to present the implications of workplace innovation for Romanian economy.

Success in the new industrial revolution of course requires that our industry uses the best available technologies. But technology alone is not the answer. We should also put more focus on human factors. And workplace innovation can be a winning factor for many companies in Europe. Therefore we are pleased to observe growing interest in workplace

innovation. But we are not at the end of the road yet. A continued effort to support the topic in the coming years is surely needed from European, national and regional partnerships. We need to shift to a higher gear!

So join us to celebrate 3 years of EUWIN! We are expecting 400 participants at our large scale event in Leuven on 9th September. There are still places available and you can [register for free here](#).

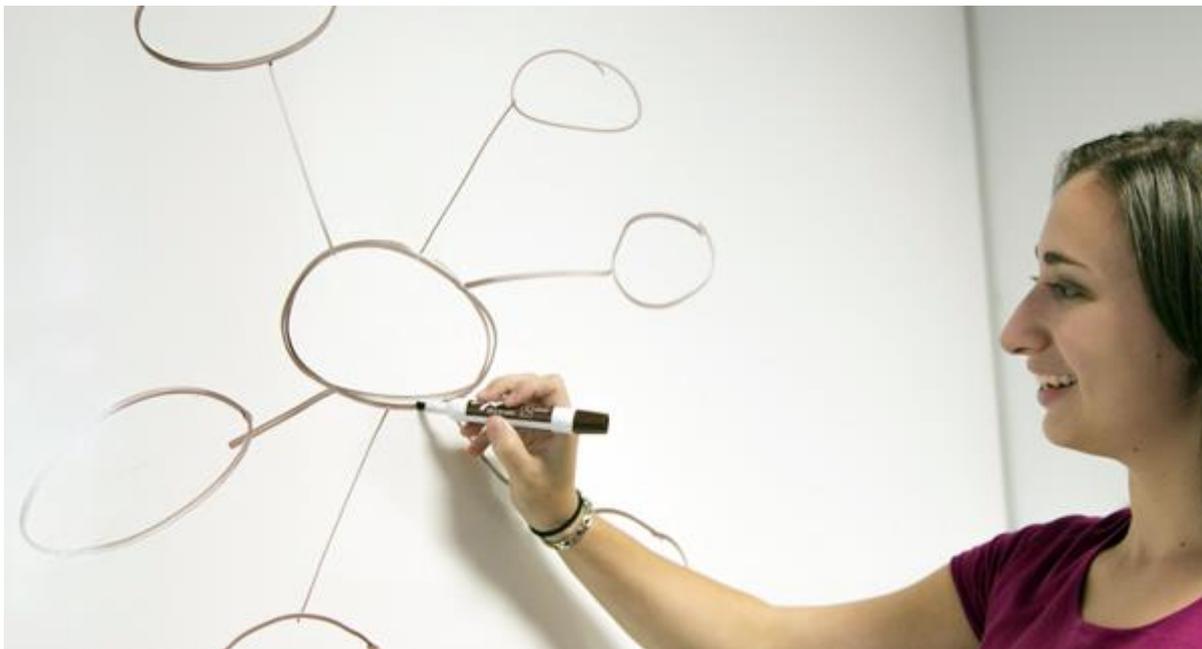


Steven Dhondt
EUWIN Co-ordinator

[Read more](#)

Workplace innovation

How policymakers can stimulate better performance of the private sector



How can EU, national and regional level policy interventions stimulate, resource and/or require employers to adopt workplace innovation practices that lead to enhanced productivity, innovation and quality of working life?

Successive studies have made clear that the spread of workplace innovation in Europe is limited. This can be explained by a number of mutually reinforcing factors including: low levels of awareness of innovative practice and its benefits amongst managers, social partners and business support organisations; poor access to evidence-based methods and resources to support organisational learning and innovation; uneven provision across Europe of knowledge-based business services and other publicly provided forms of support; and the failure of vocational education

and training to provide knowledge and skills relevant to new forms of work organisation.

[Read more](#)

Effective, empowering and flat Is hierarchy an obstacle to success?



Many organisations appear to be structured around three very common assumptions:

- Hierarchies are just common sense: you need somebody to be in charge.
- People at the frontline are of lower status and less motivated so they can't be trusted to make decisions or manage their own work.
- Other ways of organising may be fine for some companies but they'll never work here.

Do these assumptions ring true in your organisation? Or is your organisation one of a growing number that view hierarchy as a source of waste, inertia and employee disengagement?



Peter Totterdill
UK WON

[Read more](#) [Download pdf](#)

Engaging employers in skills development and utilisation Call for papers



The OECD Skills Strategy (2012) highlights how without adequate investment in skills, people languish on the margins of society, technological progress does not translate into economic growth, and countries can no longer compete in an increasingly knowledge-based global society. The success of skills development activities through both on-the-job and off-the job training depends on the participation of employers in their design, implementation and financing. At the same time, investment in the supply of skills alone will not be sufficient to secure quality job creation and boost productivity in all local economies. The degree to which local employers are demanding and using skills also has to be taken into account.

This new policy innovation project aims to support policy makers and local practitioners in developing strategies to more effectively involve employers in the design and provision of employment and skills programmes at the local level. The work will seek to identify good practices for employer engagement in the areas of both developing and utilising skills, including setting up innovative workplace learning methods, designing effective employer partnerships with the employment and training system as well as financing mechanisms for employer-led training, including how best to reach SMEs.

Some financial support is available for successful applicants.

[For more details please visit the OECD website](#)

Save the Date

Keep up to date with EUWIN events



7-8 th September	Leuven, Belgium	International Workshop on Teamworking (IWOT) Workshop. Details and registration here .
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 .
10-11 th September	Leuven, Belgium	Socio-technical Round Table. Details and registration here .
6 th October	Bucharest, Romania	OSH Romania Annual Conference. EUWIN presents its Romanian action plan. More information will be available at www.inpm.ro
8 th October	Bucharest, Romania	Business Summit for HR. EUWIN discusses 50 cases of workplace innovation with Romanian HR managers. Register at http://hrconnection.ro/
19 th October	Warsaw, Poland	EUWIN Regional Workshop (with the support of the Polish Agency for Enterprise Development, PARP and Kozminski University)

[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.

