

European Workplace Innovation Network (EUWIN)



*Stimulating, Resourcing and Sustaining  
Workplace Innovation across Europe*

[Bulletin - 4th June 2020](#)

## **Welcome!**

We're delighted to be relaunching EUWIN's well-respected Bulletin, bringing fresh insights and news about workplace innovation to our large international community of practitioners and experts. As the first article below shows, this is part of a new 'takeoff' for EUWIN, now led by an international consortium of public and not-for-profit institutions. We're looking forward to some exciting times ahead!

This issue of the Bulletin has something for people involved in positive change in their own companies, policymakers and other stakeholders concerned with economic growth and jobs, researchers, and a wide range of others.

We discuss the importance of workplace innovation for boosting productivity, product and service innovation, and quality of working life – and how it helps companies both to survive the pandemic and to position themselves for the end of the crisis.

In two articles, Frank Pot shows that workplace innovation is being taken increasingly seriously in the European Commission - and makes the case for why policymakers can't ignore it.

And we also have some great articles on workplace innovation in Flemish care homes, in Solvay, and in Vietnamese manufacturing. What do you think? We'd

love to get your feedback and please send us your blogs, thinkpieces, articles, case studies or diatribes for our September Bulletin. Meanwhile keep in touch!

[Contact the Editor](#), Dr Peter Totterdill

[See our new website](#)

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## A New Takeoff for EUWIN!



**Steven Dhondt**  
*TNO*



**Peter Totterdill**  
*Workplace  
Innovation Europe*



**Geert Van  
Hootegem**  
*KU Leuven*



The European Workplace Innovation Network (EUWIN) was created in 2013. Our aim since then has been consistent: to promote the concept of workplace innovation throughout Europe as a way of enhancing capacity for product, service and process innovation, increasing business competitiveness and creating better working lives for our citizens.

Now, EUWIN's partners have taken the initiative in enabling the network to take off once again – not funded by the European Commission this time but as a fully independent network actively supported by partners in 16+ European countries.

We're back in force!

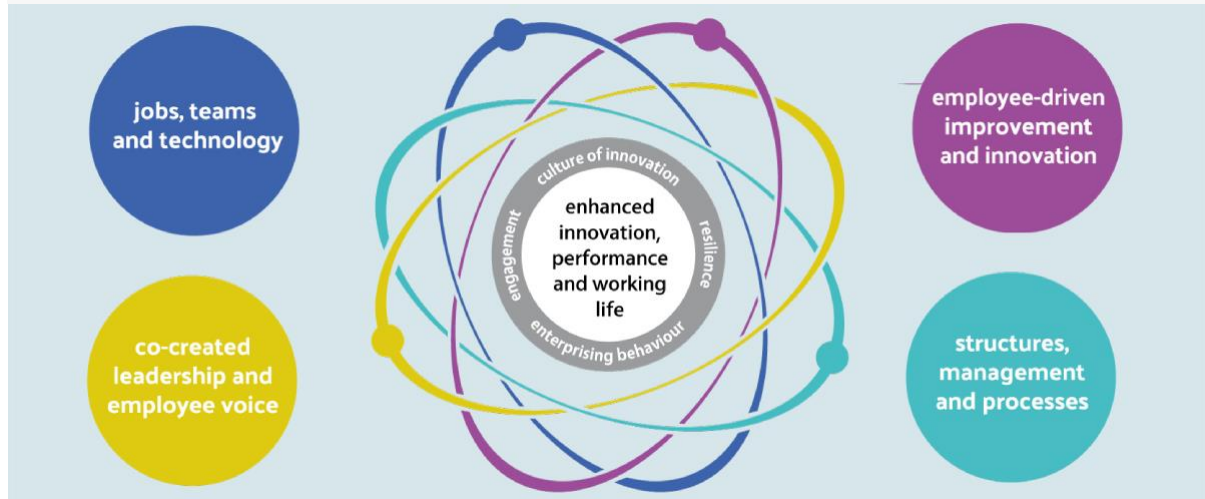
[Read the full editorial](#)

# What is Workplace Innovation?



Peter Totterdill

*Workplace Innovation Europe*



As more people become aware of workplace innovation, the need to reach an agreed definition of its nature and scope is becoming critical. Six propositions define workplace innovation's claim to be considered as a distinctive, robust yet practically-focused approach to organisational transformation.

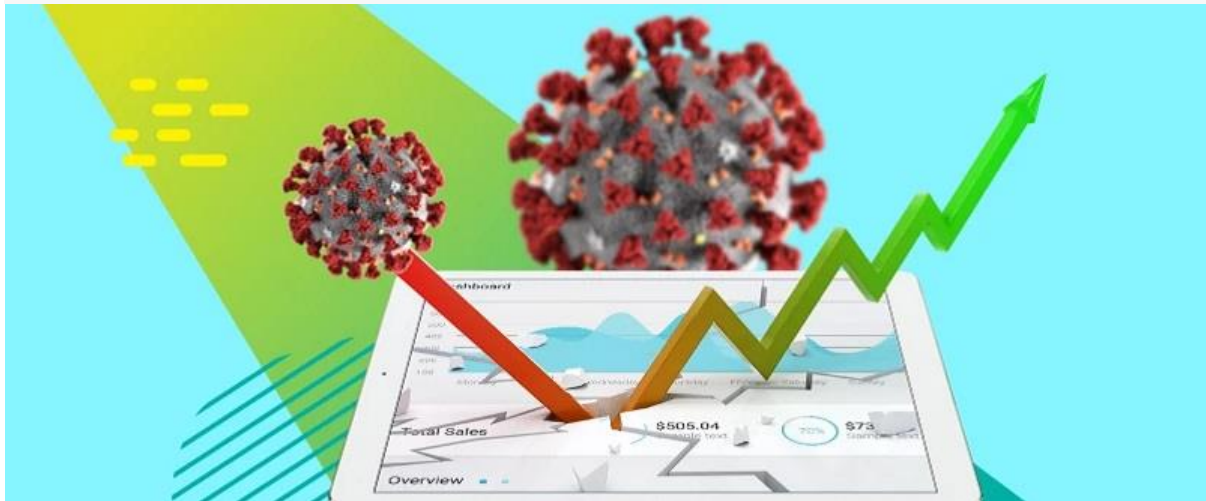
[Read more](#)

# Is workplace innovation an unnecessary luxury during the COVID-19 pandemic?



Steven Dhondt

TNO



Workplace innovation is aimed at strengthening the input of employees in decision-making within organisations and companies. It is not just a bonus for the employee, workplace innovation is needed to increase the innovative capacity of companies. It is win-win. Workplace innovation is aimed at a broad set of organisational measures: strengthening the individual employee (more opportunities to contribute ideas and develop knowledge); at better relations in the organisation, encouraging and enabling employees to identify with the company and contribute to decision-making; and at shaping and developing forms of working (such as self-managed teams) in order to strengthen the organisation.

But does workplace innovation still make sense in a crisis such as the COVID-19 pandemic? Is it still relevant for companies?

[Read more](#)

# Working from Home

## *Research results from a workplace innovation perspective*



Laura Nurski

*Workitects*



The Corona crisis hit hard, both at home and at work. Suddenly, employees had to work from home as much as possible whilst their organisations did not have the time to properly prepare for this change. Individuals, teams and supervisors had to reinvent the way they organise their work.

There was no guidebook, we all had to learn along the way.

[Read more](#)

## Leading in Troubled Times

### *How to Keep Your People Motivated, Engaged & Well*

Workplace Innovation Europe CLG

**SURVIVE**

**ADAPT**

**RECOVER**

**THRIVE**

‘Working from home’ is now a fact of life for millions of people, while many others experience ‘social distancing’ in the workplace. Both can lead to a sense of isolation, restricting the day-to-day interaction that not only helps people to do their jobs well but which creates the feeling of being part of a team.

Yet we’re also seeing a remarkable surge of entrepreneurship and innovation. In our communities and businesses alike people are finding new ways of collaborating and helping each other. Many are beginning to argue that this is transformative and that the post-COVID world won’t be the same as before.

It’s also a very good time to take a much harder look at those less than optimal practices embedded in your organisation and to position yourself to stride ahead in the post COVID-19 world.

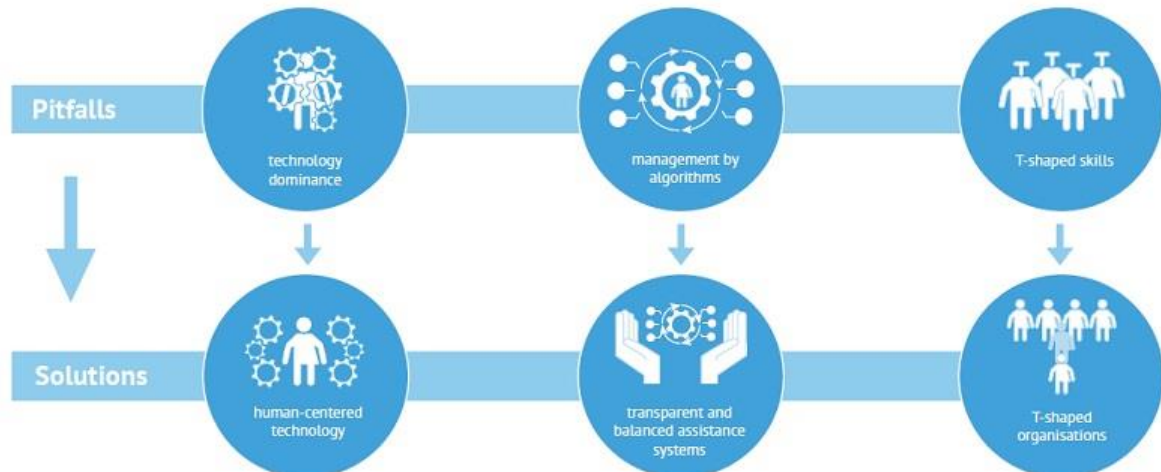
[Read more](#)

# High-level support for workplace innovation



Frank Pot

Senior Research Fellow, TNO



The debates on digital transformation and the future of work reveal risks and opportunities. Will part of the workforce be left behind or will everybody acquire new skills? Can we create more high-quality jobs or will job polarisation become even stronger? It appears that workplace innovation is able to contribute to achieving positive answers – an assertion recently supported by a number of high-level groups and institutions in the EU.

[Read more](#)





## **EUWIN Partner Profile**

### **Sinnergiak Social Innovation**

Egoitz Pomares, *Sinnergiak*

Sinnergiak Social Innovation is a research centre of the University of the Basque Country, founded in 2012. Located in San Sebastian (Spain) it focuses on an interdisciplinary approach to social innovation divided into four main core areas: action research, training, intervention and knowledge transfer.

[Read more ...](#)



## **German *Future of Work* goes International**

Claudio Zettel, *DLR Project Management Agency, German Federal Ministry of Education & Research (BMBF)*

The way we work has changed continuously over the ages – but maybe nowadays we are living through one of the deepest changes ever. How do we deal with these changes? How can we shape our future working environments today? And how can science and research contribute to finding good solutions? [Read more ...](#)

# Are we really serious about securing enhanced productivity through our people?



**Peter Totterdill**

*Workplace Innovation Europe*



This new paper is the first in a series forming the Work Foundation's Centenary Provocation Papers. Although produced before the onset of the Covid-19 crisis, each paper provides a range of invaluable perspectives on the challenges facing workers, businesses and policymakers in the UK at the end of the second decade of the 21st Century.

Written by Dr Peter Totterdill, and edited by Lesley Giles and Heather Carey, this paper explores how working and management practices can be transformed in order to tackle the productivity gap that has characterised the UK economy for more than a decade.

[Download the full report](#)

# Evaluating Wellbeing at Work in Flemish Residential Care Homes



**Kathleen Buffels**

*Workitects*



In early 2019, the Flemish government launched a project around workplace innovation in residential care homes. Its goal is to encourage more residential care homes to embrace innovative working practices. By doing this, we will not only improve residents' quality of life and care in these homes, but also employees' wellbeing at work. Or at least, that is the ambition.

[Read more](#)



## Skills, skills, skills!!?

Frank Pot, *Senior Research Fellow, TNO*

### A narrow debate

“Skills, skills, skills...” You can read and hear it everywhere. It sounds like a popular Eurovision song. And it’s a very serious song. However, many policy discussions on skills are being narrowed to the need for digital skills, the modernisation of formal education and the individual’s responsibility for his or her employability.

In my opinion, that does not take us much further.

[Read more ...](#)



## European Works Council at Solvay concludes a ‘*Global Framework Agreement on Digital Transformation*’

Report by Frank Pot, *Senior Research Fellow, TNO*

Technology agreements did not really get off the ground in the Netherlands, not even in the early 1980s during the previous period when the effects of technology were much discussed (Christis et al, 1985). However, there is now an impressive example at Solvay that could be replicated elsewhere in Europe. Its European Works Council (EWC) has taken the initiative to conclude a global agreement with management on how to deal with digitisation, signed in April 2020. [Read more ...](#)



## Explore



### Workplace innovation in Vietnam

Nga Hoang Thanh Dang (2018) *Workplace innovation and new product development in Vietnamese manufacturing small and medium-sized enterprises*. Melbourne: RMIT University.

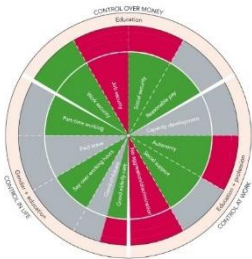
Report by Frank Pot, *Senior Research Fellow, TNO*

Workplace innovation is globally recognised as important for policy and for research, but mainly in the so-called Western world. Recently however a dissertation was published about workplace innovation in Vietnam. [Read more ...](#)



## Notices

*Exciting new events and publications*



### Better work: society's new mission

Netherlands Scientific Council for Government Policy argues for a renewed focus on quality of work. The report makes nine policy proposals to promote and facilitate good work for more people.

[Read more »](#)



## H2020-INNOSUP-04-2019

### Workplace Innovation for SMEs

Last year the European Commission announced the successful winners of its latest programme to support workplace innovation. The three successful projects are currently inviting SMEs to apply for funding to support short pilot projects. [Read more »](#)



20-23 June 2021 | Berlin, Germany

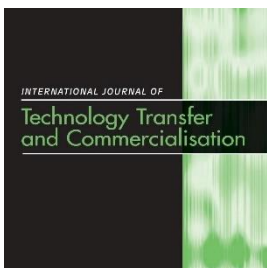
## XXXI ISPIM INNOVATION CONFERENCE

[Europe's Premier Innovation Conference](#) now with a special session on 'Connecting streams of workplace innovation (WPI)'. Be the first to see the Workplace innovation session abstracts. [Read more »](#)



## The European Journal of Workplace Innovation

EJWI was founded in 2015, to provide an arena for publications and dialogue involving researchers and practitioners, in association with the European Workplace Innovation Network (EUWIN). A new agreement with EUWIN is intended to provide a sustainable future for the journal. [Read more »](#)



## International Journal of Technology Transfer and Commercialisation

A special issue (vol. 16, nr. 3) has been published on “Workplace innovation in the era of disruptive technologies” by the Guest Editors Peter Oeij, Diana Rus, Steven Dhondt and Geert van Hootegem. If you are interested to receive a copy ‘for personal use’ [Read more »](#)

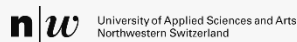
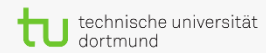


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*Bulletin Editorial: Workplace Innovation Europe CLG ([contact@workplaceinnovation.eu](mailto:contact@workplaceinnovation.eu)).*

### EUWIN Partners



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