

European Workplace Innovation Network (EUWIN)



*Stimulating, Resourcing and Sustaining
Workplace Innovation across Europe*

Welcome!

It's almost a cliché to point out that many workplaces – and perhaps the future of work – have been transformed by the pandemic. Walking through the centre of London recently during what used to be called 'the morning rush hour', we found relatively quiet streets and rows of empty desks glimpsed through office windows. Something has definitely changed.

One UK survey showed that over 70% of respondents did not want to return to the office full time, and nearly a half preferred to work from home permanently. At the same time, the survey showed that around 40% had experienced mental and/or physical health problems as a result of homeworking.

This clearly presents employers with a dilemma – not least because they have a duty of care to ensure that their employees work in a healthy environment.

Moreover, many companies have told us that innovation and creative thinking fall away without face-to-face contact . . .

One thing is clear however. Everything we know from decades of research evidence and practical experience about what makes a productive, innovative and healthy organisation cannot be put aside because of the pandemic.

This Bulletin demonstrates that workplace innovation, as an evidence-based but actionable approach to enhancing business performance and better working lives, is more relevant now than ever.

And, what's more, it's a growing movement throughout Europe and beyond.

Peter Totterdill, *EUWIN*

Workplace Innovation in Challenging Times

I am writing this introduction to the EUWIN Bulletin as Russia wages its war on the Ukrainian people. It is hard to imagine that war has come back to Europe. What we do know is that the European context is now completely changed. There has been a considerable challenge to our European values in the past couple of years. The war has clarified what this European model stands for. We need to work harder on sharing and implementing our ideas and values. One of those values is organising democratically. The voice of employees is a core strength of our organisations. Workplace innovation is not a nice-to-have add-on to our organisations; it is what our European values require. We may sometimes think that we can do without the opinion of our colleagues, or that we can afford to have poor working conditions, but such models are not sustainable. However troubling our times may be, it is necessary to work harder

on sharing our European values. All the more reason to read this newsletter and share your thoughts!

Steven Dhondt, *EUWIN*

Transitions through Workplace Innovation *Investing in good jobs is crucial to negotiating green & digital transitions*



Frank Pot
EUWIN



Peter Totterdill
EUWIN



Technological innovation in the workplace is likely to fail, or fall short, unless it is combined with organisational innovation. That means high employee involvement, creation of ‘good jobs’—bringing empowerment and development opportunities—and recognition that learning on the job is as important as formal education and training.

In the European Union this is increasingly understood. Yet the 2019 European Company Survey found that only 20 per cent of establishments in the EU-27 were characterised by 'high investment in jobs and people and high involvement'.

There remains much room for improvement.

[Read the full article](#)

More Healthy Work is Needed



Chris Warhurst

IER, University of Warwick



Ensuring the occupational health and safety (OHS) of workers or, in plain language, making sure that work has no detrimental effect on workers' mental and physical health, is a cornerstone of job quality. As Maria Albin and her

colleagues note in the forthcoming Oxford Handbook of Job Quality, employers and governments, not just trade unions, have an inherent interest in protecting workers from harm at work.

A new push is required that involves a radical rethink of what's needed now and how further improvements can be made.

[Read more](#)

The Success of Co-Creation in Residential Care Centres

Workplace innovation at its best



Frank Pot

Chair of the IWO in RCC Steering Committee



Innovative Work Organisation in Residential Care Centres (IWO in RCC) is a special programme in Flanders which simultaneously tackles quality of care and

workable work (the Flemish expression for job quality), does this together with employees and their supervisors, and is aimed at the entire sector.

[Read more](#)

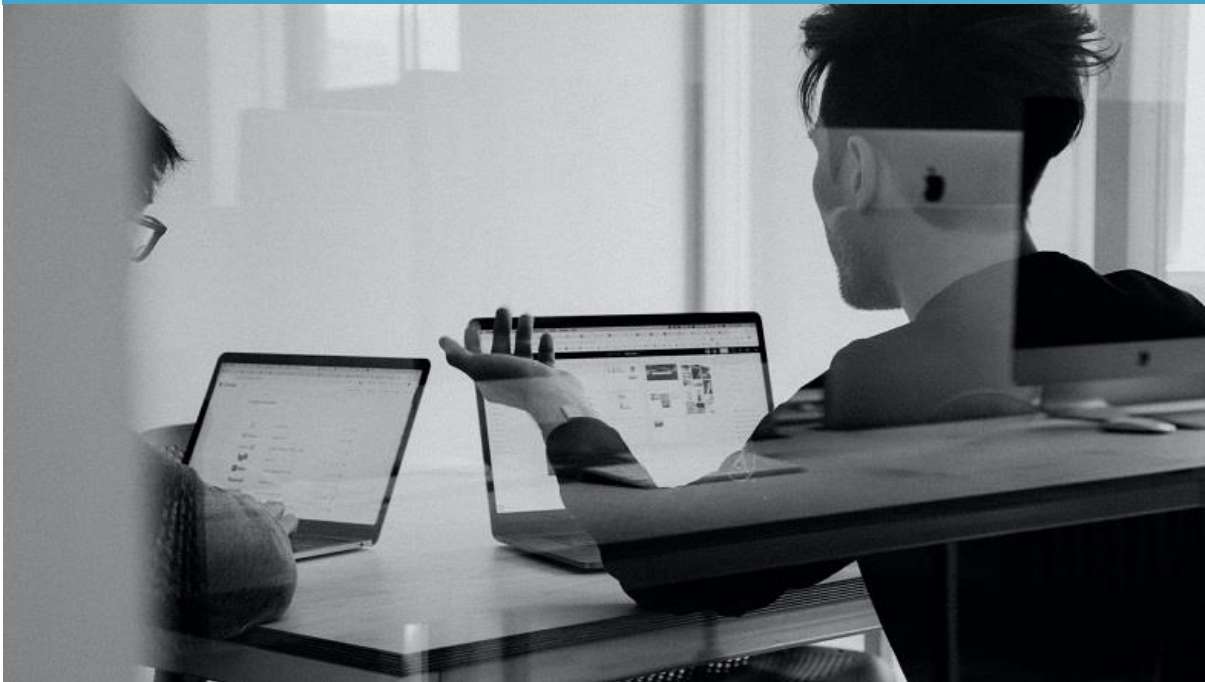
Supporting Workplace Innovation amongst SMEs in Bulgaria

Why Is It Important and How to Achieve It?



Blagovesta Chonkova

Applied Research and Communications Fund



The COVID-19 pandemic created an unprecedented situation which affected companies globally. Many saw their revenues drop, leading to decreased spending on innovation and investments with medium- and long-term return, such as providing learning opportunities and training for employees. Others,

however, tackled the challenges of the crisis focusing on innovation practices which nurture employees' potential, creativity and collaboration.

The current crisis has revealed how critical these practices are for improving companies' resilience to adverse market conditions and tackling periods of transformation.

[Read more](#)

Workplace Innovation

How does it link to different scientific literatures?



Peter Oeij

TNO, The Netherlands Organisation for applied scientific research



Workplace innovation (WPI) has many definitions, but what they have in common is being a driver for the 'advancement of work' and contributing to a 'good jobs strategy'. Or put simply: better jobs. Recently, we ploughed through

all the publications we could find on workplace innovation: more than 170! This article presents the research streams connected to workplace innovation and a good jobs strategy in a historical time perspective.

[Read more](#)

Celebrating over 25,000 hits EUWIN's Fifth Element video!



Join people from across the world who have been discovering the essence of truly innovative organisations in [this video](#) since 2013!

Business as Unusual?



Ezra Dessers
HIVA, KU Leuven



Milou Habraken
HIVA, KU Leuven



Karolien Lenaerts
HIVA, KU Leuven



Before the COVID-19 pandemic there were already many discussions about the future of work in times of digital transformation. The COVID-19 crisis has further fuelled these discussions since it placed extraordinary pressure on organisations to keep their businesses afloat. Many of them are now fully focused on a survival strategy, but companies and trade unions will need to move beyond firefighting interventions. This is a unique opportunity to take a long, hard look at organisations, and to engage workforces in reinventing dysfunctional ways of working. Especially since workplace innovation can play a key role in shaping a sustainable future of work.

[Read more](#)

New Book: Towards Sustainable Work in Europe

Abrahamsson, K. & Ennals, R. Eds., forthcoming 2022, Peter Lang

Preview by Richard Ennals



One remarkably constant figure in Swedish Working Life Research for over 30 years has been Kenneth Abrahamsson, who has organised and financed research in the field on behalf of Swedish government agencies.

In the Swedish Work Life 2000: Quality in Work programme 1997-2001, which culminated in the Swedish EU Presidency Conference in Malmo in January 2001, Kenneth was a workshop organiser and facilitator. Each of the 64 specialist workshops was led by Swedes, who invited international participants to join dialogue in Brussels and around Europe. The idea was to introduce Swedish researchers to the international research community, and vice versa. I served as rapporteur for the workshops and the conference.

[Read more](#)

FutureWork

Science fiction and research brought together in one video



Claudio Zettel

DLR Projektträger



What will work look like at the end of the 22nd century? What value will it have for societies? Will humans have gotten rid of dangerous and disagreeable activities and transferred them to machines? The FutureWork project conceived five scenarios on this topic. With illustrative examples from science fiction, FutureWork presents them in a video.

The FutureWork research project has taken a new approach to bringing together research and culture and has harnessed the potential of the science fiction genre in its project on the working world of the future. Scientific results were creatively translated into science fiction stories by authors. In addition, existing films and books were analyzed in order to visualize the working worlds of the day after tomorrow in future scenarios. The film shows the results of this

work. It combines the methodical explanation of the scientific part with illustrative examples from science fiction.

[Watch the film: Our Scenarios - FutureWork \(in German\)](#)

[Download the Brochure \(in German\)](#)

 Forthcoming . . .

INDUSTRY 5.0: SIGNPOSTS FOR THE NEW PARADIGM

ONLINE MORNING SESSION: 22th June 2022 - 09.30 - 13.00 CET



What does the fourth industrial revolution mean for the work of the modern employee? How does the worker deal with technology and work? Is the fear of mass unemployment justified? Should we distrust new technology? And how

can we distinguish fake news about technology and work from what is really going on? There are no simple answers to these questions. We searched for a paradigm in which we can understand technology, support participation in decision making about its design and deployment, and help steer its use. This paradigm must allow us to move together towards an Industry 5.0, where human creativity and craftsmanship go hand in hand with the speed, productivity and consistency of robots. We would like to invite you to the closing conference of the Paradigms 4.0 project.

Online Morning Programme:

09:30 - 10:10 - WELCOME & KEYNOTE

'The Digital Transformation of Working Worlds - and its Distributive Forces'

Sabine Pfeiffer, Friedrich-Alexander-Universitat, Erlangen-Nurnberg

10:10 - 11:10 - SESSION 1

'Employee Participation and Occupational Health and Safety'

Presentations by Paradigms 4.0 researchers

Peter Hasle, University of Southern Denmark

11:10 - 11:30 - COFFEE BREAK

11:30 - 12:30 - SESSION 2

'Skills and Servitisation'

Presentations by Paradigms 4.0 researchers

Steven Dhondt, TNO/KU Leuven

12:30 - 13:00 - CONCLUDING DISCUSSIONS

Zoom access details:

<https://us02web.zoom.us/j/84592441533?pwd=TkkzTEF3YjlyV3c5a3FnTWNQbmVz>

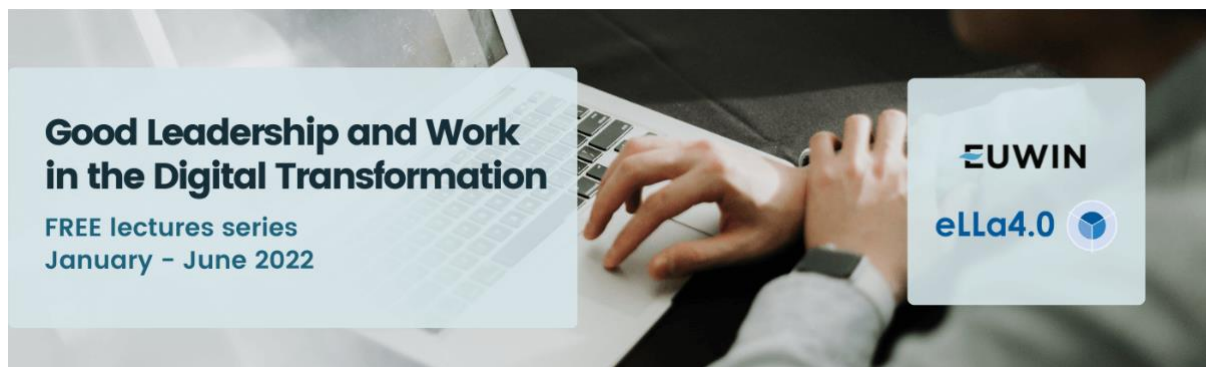
UT09

Meeting ID: 845 9244 1533

Passcode: 366974

Good Leadership and Work in the Digital Transformation

LAST LECTURE: 29th June 2022 - 17h-18h CET



Don't miss the last lecture in the series.

Speakers:

Leadership: the importance of emotions and feelings

Thorben Krokowski (*TU Dortmund / Sozialforschungsstelle, Germany*)

How Emotionally Intelligent Leadership Shapes Organisations

Natalie Wilkie (*Workplace Innovation Europe, UK & Ireland*)

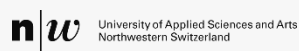
[Book your place](#)



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Bulletin Editorial: Workplace Innovation Europe CLG (contact@workplaceinnovation.eu).

EUWIN Partners



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