



Welcome to:

European Workplace Innovation Network | December Bulletin

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

How is quality of work connected to the competitive strength of companies?

Report from EUWIN's Rouen Workshop: 6th November 2014



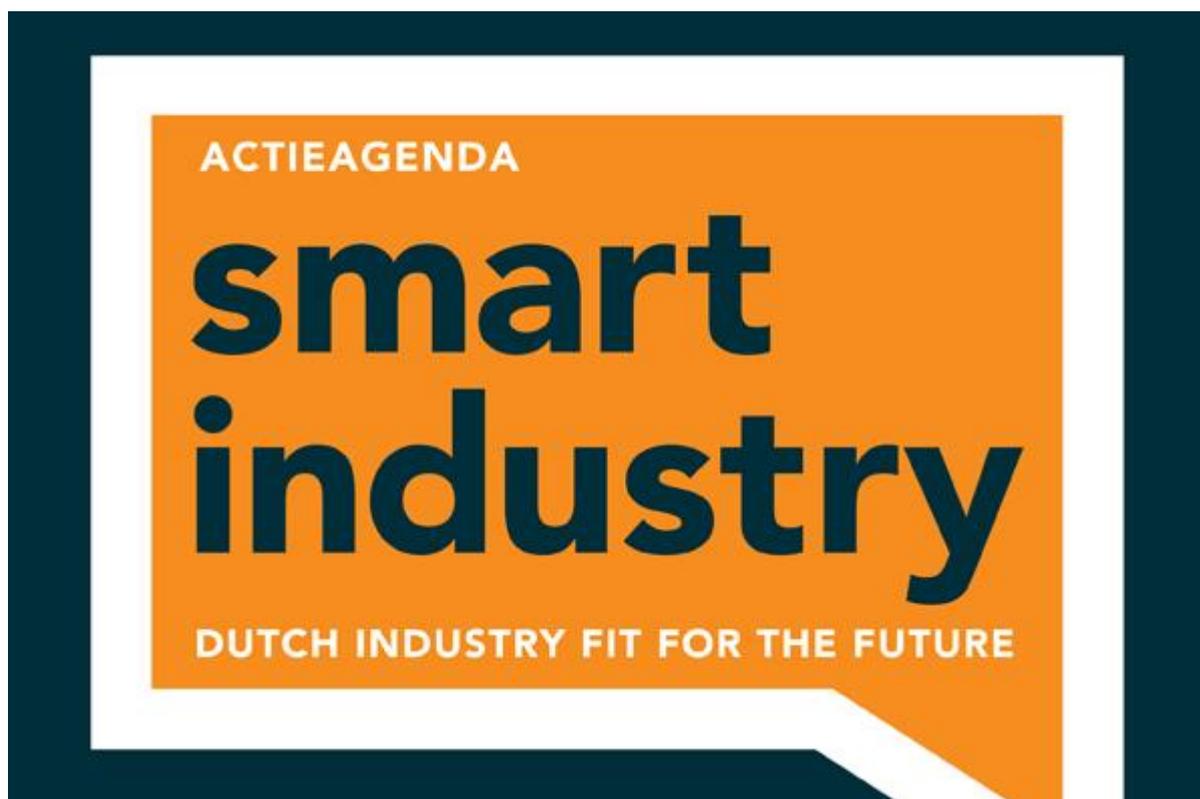
Workplace Innovation is already on the agenda of French companies, social partners and public agencies. In an exciting development the French National Agency for Improvement of Working Conditions, [ANACT](#) together with EUWIN gathered 400 business representatives, to discuss how quality of work helps to support the innovation efforts of companies.



Steven Dhondt (EUWIN Co-ordinator, TNO)

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Workplace innovation driving Dutch Smart Industry



When thinking of The Netherlands tulip bulbs, cheese, windmills, football trainers and a lot of canals come to mind. And probably also light bulbs (Philips), and GPS-guiding tools (Tom-Tom) and lithography machines (ASML). Yes, The Netherlands still has an industrial future.

Since the end of 2013, industry, universities, research institutes (such as TNO) and policy makers have worked on a new plan for developing a new high tech road, called Smart Industry. Our Dutch EUWIN-network has been at the heart of discussions on this action plan. The result of this work has now been presented to the Ministry of Economic Affairs and will be leading the policy and investments for the coming years.



Steven Dhondt, EUWIN Co-ordinator

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Workplace Innovation in The Basque Country



GIPUZKOAN ELKARLANEAN PARTAIDETZA ERAIKITZEN: PERTSONAK, ENPRESAK, LURRALDEA

JOINT DEVELOPMENT OF PARTICIPATION IN GIPUZKOA: PEOPLE, BUSINESSES, TERRITORY

DESARROLLANDO CONJUNTAMENTE LA PARTICIPACIÓN EN GIPUZKOA:
PERSONAS, EMPRESAS, TERRITORIO



Urriaren 23an eta 24an. Miramar Jauregia, Donostia

Increasing the uptake of workplace innovation practices in the south of Europe has long been a priority for EU policymakers. Public agencies in The Basque Country are taking the challenge seriously, evidenced most recently by October's stimulating [San Sebastian Conference](#). EUWIN's Peter Totterdill gave the keynote presentation to around 100 representatives of enterprise, trade unions, business associations, the research community and government who explored practical actions to enhance employee participation in the workplace over two days.



To celebrate the emergence of this exciting workplace innovation movement the EUWIN Bulletin will publish a series of articles and case studies from The Basque Country in coming months.

The first of these articles by Sinnergiak's Alfonso Unceta & Egoitz Pomares describes an innovative approach to engaging stakeholders in policy-oriented dialogue about the future of work and organisations.

[Download the article as pdf](#)

Practice Note

An occasional series in which practitioners share their experiences

We know from research and experience that leadership plays a critical role in stimulating, resourcing and sustaining workplace innovation. But how do we appoint the right leaders?



How do we recruit the good leaders? The unreliability of interviews is well evidenced and consequently other methods of selection, in particular the assessment centre, are deployed. However meta-analysis of research into assessment centres shows a weak accuracy in predicting future behaviour. Furthermore, hiving off recruitment to “experts” serves to detach the process from the organisation’s life.

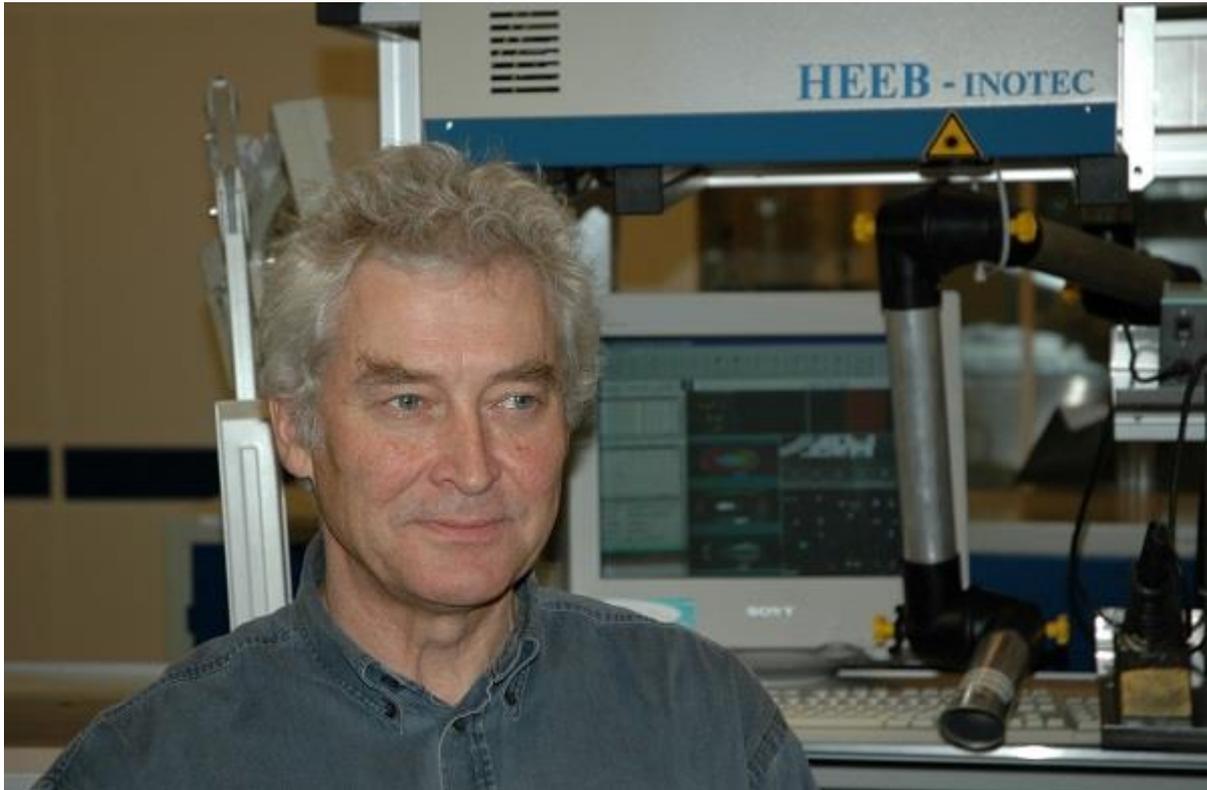
How leaders are chosen speaks to the organisation: it tells employees how they are viewed by those at the top of the hierarchy. Rethinking senior recruitment processes can actively demonstrate the value the organisation places on the skills of front line staff.



Roger Clare

[Download the article as pdf](#)

Palle Banke: 40 years of inspiring work on workplace innovation



After 40 years of inspiring work on workplace innovation it would be impossible to ignore Palle's retirement at the end of this month, not least because of the inspiration he has given to many EUWIN partners and ambassadors over several years.

Directly or indirectly, Palle has transformed the working lives of thousands of frontline workers while enhancing the performance of their companies. His never-ending creativity has produced brilliant ways of stimulating and resourcing workplace innovation that will be handed down to succeeding generations. And he also likes bears.

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Please Forward

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