



Productivity, Innovation, Mental Health and Industry 4.0



There has rarely been a more challenging time for leaders and managers, whether in companies, public sector organisations or NGOs.

New challenges and opportunities can emerge from anywhere, and success depends on the ability to adapt and change on an almost continuous basis. It's vital that employees at every level are engaged in improvement and innovation, able to share their ideas and knowledge to the full, and ready to engage with positive change. And never have employers been so concerned with the mental health, well-being and engagement of their employees.

We're a not-for-profit organisation that draws on more than 25 year's practical experience as well as on a body of research evidence that stretches back over more than seven decades. In short, we're not a typical consultancy. Our remit, supported by the European Commission and other public bodies, is to promote evidence-based work practices that enhance business performance while improving working lives for employees at every level.

We want to engage with you whether you need expert support or simply to learn how other organisations are succeeding in meeting the challenges of the 21st Century. And, as co-leaders of the European Workplace Innovation

Network (EUWIN), we have plenty of free ideas, resources and practical experiences to share with you.

Here's how you can be part of this growing movement:

Fresh Thinking Labs, the international online and in-person platform for knowledge sharing for everyone looking for ideas and practical support. Much more than a database it builds one-to-one and group relationships. It facilitates dialogue and knowledge sharing between members with common interests and challenges. [Learn more](#).

The *Essential* Fifth Element Diagnostic. How can you identify the working practices in your organisation that are really helping people at all levels to use and develop their full range of skills, knowledge, experience and creativity?

The Diagnostic offers a unique resource, helping you plan positive organisational changes that increase productivity, build a culture of innovation and improvement, and enhance employee health and well-being.

The *Essential* Fifth Element Workplace Innovation Programme. A bespoke programme, delivered in-house or with five or more other organisations on similar journeys, informs empowers and supports change leaders through a 9+ month journey to introduce transformative workplace cultures and practices. [Contact us](#) for more information.

The Good Work and Mental Well-Being Lab. Wednesday 5th December sees the launch of the Good Work & Mental Well-Being Lab, bringing together organisations such as Jacobs, Macmillan and Futures Housing keen to engage with leading experts and share experiences of creating positive mental health in the workplace.

Mental health problems are a huge issue affecting people and business. Statistics tell us that 1 in 4 people will be affected by a mental health problem at some time in their life with the result that 17 million working days are lost each year, at a cost of around £26bn to UK employers alone.

It's not too late to be there at the launch event, or you can join this rolling programme at any time. [Read more](#).

Employee-Driven Innovation. In March 2018 a 2-day event in Linköping, Sweden, hosted by **SAAB Aerospace** and the **HELIX** Institute at the University of Linköping will bring together some very innovative companies and leading Scandinavian researchers to explore theory and practice relating to employee-driven innovation.

In May 2018, the programme moves to the UK for an event at the headquarters of **MBDA** in Stevenage near London where delegates will have the chance to become a 'critical friend' to the company which has made long-term investments in the development of innovation competencies and creativity

amongst a wide cross-section of its workforce. [Contact us](#) for more information.

Showcasing Workplace Innovation – Join us in Dundee on 14th December!

[Fresh Thinking Labs](#) in association with **Argenta Dundee**, **Endura** and **Cornerstone** are delighted to launch the **Workplace Innovation Scotland Lab** for organisations keen to share experiences of creating high performance and an engaged workforce. The Lab is a closed network of organisations committed to exploring leading edge practice and identifying practical, evidence-based solutions.

Argenta Dundee has a great story to tell about leadership, culture change, team development and workforce engagement, as well as a change of ownership. The company has recently become part of New Zealand-based Argenta, a privately owned and an independent pharmaceutical contract manufacturing and R&D organisation. [Read more.](#)

Workplace visits are hosted by a company willing to showcase specific areas of good practice. Visiting companies act as ‘critical friends’, acknowledging achievements but also highlighting areas for improvement and offering practical advice based on their own experiences.

The Programme: Unique opportunities to learn, share and be part of fresh thinking:

Argenta Dundee

14th December 2017

Argenta Dundee has a great story to tell about leadership, culture change, team development and workforce engagement, as well as a change of ownership. The company has recently become part of New Zealand-based Argenta, a privately owned and an independent pharmaceutical contract manufacturing and R&D organisation. Share the company’s journey of transformation and explore the importance of experimentation, learning and resilience in leading workplace change.

Endura, Livingston

21st March 2018

Endura has actively involved its workforce in improvement and innovation through a wide-ranging series of initiatives including open forums and process mapping, resulting in enhanced performance as well as higher levels of engagement across the company. Discover how these changes have empowered production teams and led to changes in management and leadership.

Cornerstone, Glasgow

6th June 2018

Discover how Cornerstone’s journey towards self-managed teamworking is transforming social care in Scotland, leading to enhanced performance and customer service.

[Contact us](#) for details of cost and to book your place.

Industry 4.0



Industry 4.0 is at risk of being no more than the latest in the long line of technological predictions based on exaggerated claims. It runs the risk of drawing corporate decision-makers into patterns of investment that ultimately fail because they ignore the importance of synergy between the design and implementation of technologies on the one hand, and human and organisational factors on the other. There is a need to articulate the choices and alternative narrative surrounding Industry 4.0.

Yet the technological advances represented by Industry 4.0 potentially offer real economic and also social benefits. At the same time, realising this potential and avoiding the mistakes of the past means recognising the importance of a new and more inclusive paradigm of innovation. The challenge is that of reconciling the ordered, rational organisation of work offered by emergent technologies with the creative, dialogical, serendipitous and even chaotic human interactions that can stimulate innovation.

[Download our White Paper here](#)

About Fresh Thinking Labs

[Fresh Thinking Labs](#) is part of Workplace Innovation Europe CLG, a not-for-profit organisation committed to creating high performing workplaces and better places to work. Learn more at www.workplaceinnovation.eu

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