



Workplace Innovation Wednesdays

How do you create a truly dynamic culture of innovation?



One of the things we most enjoy about our work is to bring interesting people with common interests together to share ideas and experiences – that's precisely why we created [Fresh Thinking Labs](#).

Yesterday we facilitated a great exchange of ideas between the senior team at **East Coast Oil & Gas** and the remarkable Herman Kok and Warren Glover from the **Lindum Group** in Lincoln. Rob Cowman and his colleagues travelled

south from Aberdeen at our suggestion because they wanted to learn from Lindum's experience of creating a truly dynamic culture of innovation.

Lindum, a construction company that diversified into several new business areas by encouraging entrepreneurship within its workforce, has achieved remarkable results even during recession. Its flat structure combined with open, co-created leadership has secured its position as the top construction company in the Sunday Times Best Companies to Work For league for the past ten years. Lindum's inclusive culture is best summed up by its slogan 'the best argument wins, whoever it comes from'.

You can read our 2012 Lindum case study [here](#).

[Read more](#)

Join us at one of our amazing company-to-company knowledge sharing events such as:

[Leading Workplace Innovation](#)

A free taster event for public sector organisations and NGOs.

Birmingham, UK 1st May 2018

Leading Workplace Innovation is a tried and tested programme, accredited by the Institute of Leadership and Management (ILM), and grounded in evidence and experience.

It is focused on practical approaches to change and improvement, providing public sector organisations with the knowledge, skills and practical support needed to enhance performance, innovation and engagement. From June 2018 to March 2019, up to 12 public organisations will benefit from use of a unique Diagnostic survey, seven interactive workshop sessions (including action learning sets), and 10 hours of on-site coaching and facilitation.

The survey, based on 62 evidence-based workplace practices associated with high performance and engagement, supports participants in designing and delivering tangible change initiatives specific to each organisation's needs.

[Creating Creative Workplaces](#)

Stevenage UK. 16th-17th May 2018

In this practically-focused two-day Lab we will explore how building a culture of innovation means looking at the organisation as a whole, empowering workers at every level to use and develop their full range of knowledge, skills, experience and creativity in their day-to-day work. The Lab is hosted by MBDA, an advanced manufacturing company which has made long-term investments in developing innovation competencies and behaviours across its workforce.

[The Journey to Self-Managed Teamworking](#)

Glasgow, Scotland. 23rd May 2018

Cornerstone, a leading care provider in Scotland, has introduced an ambitious and highly innovative approach to self-managed teamworking, challenging traditional practices and creating a new, less hierarchical structure. Learn more about its remarkable journey.

The event

Enables the sharing of good practice and ideas through facilitated workplace visits.

Builds active relationships with your peers in other organisations.

Creates a forum for collaborative innovation and problem solving.

Suggests practical tools and resources for workplace change.

Provides access to expert guidance.

[Industry 4.0, digitalisation and the people-centred workplace](#)

Irvine, Scotland. 4th-5th June 2018

How can we make sense of Industry 4.0 and its practical implications for manufacturing and service companies alike? Can we blend the power of digital technologies to automate repetitive and low-skilled tasks with an upskilled workforce highly engaged in innovation and improvement?

Hosted by Booth Welsh, a leading provider of integrated engineering services, the Lab brings experts in technology and workplace innovation together with practitioners from diverse companies to share experience in several European countries and to identify win-win pathways to Industry 4.0.

Invited experts include Steven Dhondt (TNO, The Netherlands); Signe Skov-Hansen, (Danish Technological Institute); Tuomo Alasoini (Tekes, Finland); Mattias Elg and Henrik Kock (HELIX, Sweden), and representatives from Germany.

The full event programme can be found [here](#).

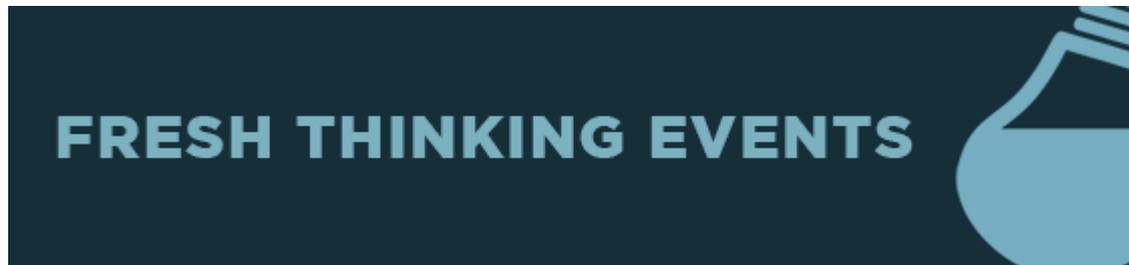
How innovative is **your** workplace?

The Workplace Innovation Diagnostic is an on-line employee survey tool designed to assess a broad spectrum of workplace practices using 62 evidence-based indicators.

[Try our short survey here](#)

Fresh Thinking Labs Events

2018: a Year of Opportunity for high performing people and workplaces



The full programme can be found [here](#).

Public Sector Workplace Innovation	<i>Maastricht - 23rd-25th April 2018</i> Interactive workshop for “advanced” participants in the public sector with an existing organisational commitment to changing workplace practices and culture.
Leading Workplace Innovation	<i>Birmingham, UK - 1st May 2018</i> A tried and tested programme, accredited by the Institute of Leadership and Management (ILM), and grounded in evidence and experience.
Creating Creative Workplaces	<i>Stevenage UK - 16th-17th May 2018</i> Practically-focused two-day Lab hosted by advanced manufacturing company MBDA .
Cornerstone company visit	<i>Glasgow, Scotland - 23rd May 2018</i> Cornerstone has introduced an ambitious and highly innovative approach to self-managed teamworking, challenging traditional practices and creating a new, less hierarchical structure.
Good Work and Mental Well-Being Lab	<i>London or Leeds - 11th – 12th June 2018</i> Jacobs worked with MIND to develop its Mental Health Matters programme focused on promoting positive mental health and wellbeing.
Industry 4.0 & Workplace Innovation	<i>Irvine, Scotland - 4th-5th June 2018</i> How can we make sense of Industry 4.0 and its practical implications for manufacturing and service companies alike?
Fresh Thinking in Workplace Mental Health	<i>Brighton, UK - 19th September 2018</i> An interactive conference bringing together experts and experiences from several employers across the UK and other European countries.
Workplace Innovation Intensive	<i>Brighton, UK - 18th-20th September 2018</i> Three days of workshops designed to provide you with practical tools and methods to stimulate and guide change in your organisation,

including one-to-one and group mentoring. This à la carte programme combines expert-led masterclasses, forums and workplace visits.

[Access the full programme](#)

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

Contact us at info@freshthinkinglabs.com

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**WORKPLACE
INNOVATION**
EUROPE

