



Workplace Innovation Wednesdays

People and Innovation



Our [workshop at DS Smith](#) for a cross-section of production staff to identify opportunities for improving production flow

We recently encountered a conference speaker who, in direct response to our own presentation on employee-driven innovation just a few moments earlier, stated:

Not everyone can be an innovator. That's just BS!

And, of course, there is a lot of hype around.

But let's look at practical experiences from real companies. Innovation doesn't have to mean changing the world – most innovations are about introducing something that's new to a particular place or company.

Innovative ideas can come from anybody – and sometimes from the least expected people in your workforce. We decided to review outcomes from some of the companies we've recently helped to create a culture of innovation:

- [Argenta](#), a pharmaceutical company, saved £100,000 while installing a new production line by using an idea from a frontline employee who, in the past, would never have been involved.

- [DS Smith](#) in Lockerbie achieved a £1.4m profit uplift without capital investment, enabling employees to improve working practices and delegating decision-making to the frontline.
- [Booth Welsh](#), an engineering services company, generated 60+ ideas from its staff by bringing people together across its functional divisions, placing it well ahead of its competitors. [Read more...](#)

So how many ideas are being wasted in your company?

Managers sometimes tell us that their people just want to perform their tasks and go home at the end of a shift without being bothered to generate new ideas or improvements.

But what has made them like that?

Perhaps it's years of not being listened to, or being told that it's not their place to question how things are done. Or perhaps today (or any day) just isn't the right time. So why bother?

The good news is that the damage is reversible! With the right approach, any organisation can begin to unleash a wealth of innovations and improvements generated by people across the workforce.

Yes, the idea that anyone can be an innovator is BS. It's a Brilliant Strategy!

[Contact us to learn more about these and other companies.](#)

Of course there are many more factors to consider, and our accredited [Leadership for Workplace Innovation Programme](#) is a great way of gaining the knowledge, skills and practical support needed to create a vibrant and sustainable culture of innovation.

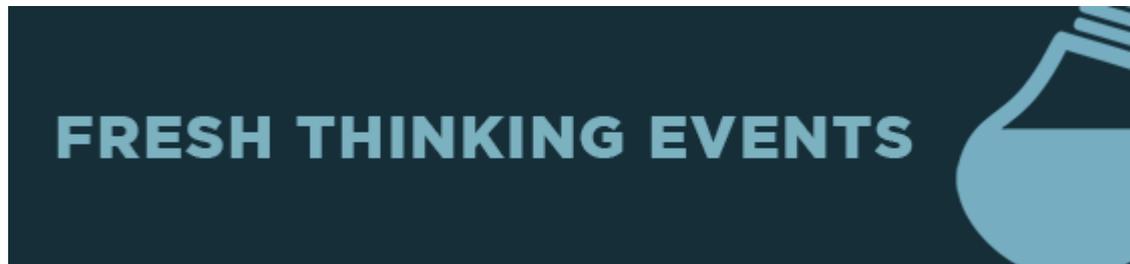
How innovative is **your** workplace?

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

[Try our short diagnostic here](#)

Fresh Thinking Labs Events

Event opportunities for high performing people and workplaces



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

[The Good Work and Mental Wellbeing Lab](#)

University of Exeter - Monday 13th August

University of Exeter will be our hosts and we look forward to learning about their wellbeing programme. We welcome Dawn Bailey, Strategic Health, Safety and Wellbeing Consultant (Neighbourhoods, Events & Sportsgrounds) - who will be talking about her recent studies and work at Cornwall Council.

[Fresh Thinking in Workplace Mental Health](#)

Brighton, UK - TBA

An interactive conference bringing together experts and experiences from several employers across the UK and other European countries.

[Workplace Innovation Intensive](#)

Brighton, UK - TBA

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

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