



Helping Scotland's Businesses enhance Productivity and Innovation



[Workplace Innovation Europe](#) is proud to be helping businesses across Scotland create better, more productive workplaces, engaging employees at every level in improvement and innovation.

We are a not-for-profit company dedicated to developing and sharing good workplace practices throughout Scotland and internationally.

And [Fresh Thinking Labs](#), the international open source movement for workplace innovation, is your pathway to the best workplace practices and latest thinking from across Europe and beyond.

[Discover us](#)

Learning from each other and sharing experiences with great Scottish companies



Fresh Thinking Labs in association with **DS Smith**, **Argenta Dundee** and **Endura** are delighted to launch the [Workplace Innovation Scotland Lab](#) for organisations building high performance through an engaged workforce.

The Workplace Innovation Scotland Lab is a closed network of organisations committed to exploring leading edge practice and identifying practical, evidence-based solutions.

Each event is hosted by a company showcasing 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.

[Find out more](#)[Download the brochure](#)

Unleashing workforce ideas at Liberty Steel



Liberty Steel is one of ten companies taking part in the **Scottish Enterprise Workplace Innovation Engagement Programme** led by **Workplace Innovation Europe**. As a market-leading steel plate mill, Liberty Steel Dalzell has an established history of engineering outstanding heavy steel plate. Through their action plan, Willie and Peter recognised the need for openness, transparency, team working, visible and supportive leadership, and, above all, engaging the workforce. They designed an ambitious framework of regular meetings and forums involving all levels of the workforce.

[Read more and watch our short film](#)

Inclusive and devolved decision making at DS Smith



DS Smith Lockerbie believes in open, inclusive and devolved decision-making. As part of the company's commitment to workplace innovation, morning meetings in the Operations Room were introduced to improve communication and enable joint planning and problem-solving amongst employees. Front line representatives from each work area take part in these meetings and use a series of visual management boards to record their daily discussions.

[Read more and watch our short film](#)

Good Work and Mental Well-Being



Background: 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.

[Find out more](#)

Workplace Innovation facilitates an in-company Mini-FabLab session at DS Smith



DS Smith is a European leading packaging company of customer-specific packaging, based in Lockerbie, Scotland. Operations Manager David Murdoch asked Peter and Rosemary from Workplace Innovation Europe, as part of the **Scottish Enterprise Workplace Innovation Engagement Programme**, to help involve his staff in innovative ways to improve the business. A facilitated Mini-Fab-Lab session, with front line staff representing each area across the workforce, was a new experience for DS Smith.

[Read more](#)

Failing Better: Workplace innovation and improvement in public services in Scotland

Sir Peter Housden



A history of the workplace in Scotland is long overdue. It deserves a broad scope, encompassing Scotland's pivotal role in the industrialisation and deindustrialisation of Britain from the struggle for workers control on Red Clydeside to UCS and the Right to Work.

In recent times, the history would examine a deepening furrow of workplace activity and progress in public services. This short article is not that history. It seeks to capture only a moment in this long journey and to draw some lessons for today for innovation and improvement in public services. These fragments, spanning my time as Permanent Secretary in the Scottish Government 2010-15 are set against a wider frame of public service reform in which Scotland pioneered a new approach.

[Read more](#)

New Eurofound Report

Innovative changes in European Companies



Innovative changes in European companies

Innovation is an important driver of improved competitiveness, productivity and growth potential. This report explores which workplace practices have the strongest links to innovative company behaviour, looking at innovation in the form of new or significantly changed products or processes, new or improved marketing methods, and organisational change. It also explores links between innovation and company performance and workplace well-being, and examines the role of social dialogue in enhancing performance, well-being and innovation. The use of monitoring instruments for internal quality and external developments turned out to be among the strongest determinants of overall innovation; the degree of workers' autonomy was another important factor.

The probability of innovation is boosted when strong work organisation structures are combined with direct employee participation – for instance, involvement in solving problems or improving the quality of production.

[Read more](#)

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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EUROPE



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