

**Scottish Enterprise Workplace Innovation Masterclass Series
Masterclass 6 – Managing People for Workplace
Innovation**

Thursday 2nd November 2017
Best Western Invercarse Hotel, 371 Perth Road, Dundee DD2 1PG

09:30	Registration and coffee
09:50	Welcome and Introduction to Workplace Innovation Masterclass 6 <i>Dr Colin Lindsay, Innovating Works Team, University of Strathclyde</i>
10:00	A Voyage Around My Parents - Life Lessons for People Management <i>Paul Succony, UK Total Supply Chain Director, Farne Salmon and Trout & Lyons Seafoods</i> Followed by Q&A discussion
10:40	What Works in Creativity and Innovation - Key Lessons from Research <i>Dr Kristina Potočnik, University of Edinburgh Business School</i> Followed by Q&A discussion
11:20	Refreshment break with coffee & tea
11:40	Breakout Discussion: HR for Innovation in Your Business
12:00	Driving a Sustainable Culture of Innovation - HR's Unique Opportunity <i>Sandy Begbie, Director, Global People, Organisation & Culture Integration, Standard Life Aberdeen</i> Followed by Q&A Discussion
12:40	Reflections and Take-Aways from Today <i>Professor Patricia Findlay, Innovating Works Team, University of Strathclyde</i>
12:50	Next Steps and Closing Remarks <i>Helen Noble, Scottish Enterprise</i>
13:00	Close and lunch

Speaker biographies

Sandy Begbie

Sandy Begbie is Director, Global People, Organisation & Culture Integration at Standard Life Aberdeen, holding this role since the successful merger of Standard Life and Aberdeen Asset Management on 14 August 2017. He is also the Lead Executive for the Joint Venture Heng An Standard Life in China and the Asia business based in Hong Kong. Sandy joined Standard Life in May 2010 as the Group Transformation Director. He is the Chairman of Career Ready, Scottish Advisory Board (SAB) and also Chairs the new Regional Developing Young Workforce (DYW) group to tackle Edinburgh and Lothian youth unemployment. He was recently appointed as a NED to the Open University Board.

Dr Kristina Potočnik

Kristina Potočnik is Senior Lecturer in Human Resource Management at the University of Edinburgh Business School. Managing individual and team-level innovation has been one of her core research interests for the last seven years. Specifically, in her research, Kristina has looked at issues related with identifying individual innovation potential to help businesses select and train their employees to excel at their innovative attempts. She has conducted research on how context shapes team creativity and innovation for businesses to understand how to design their teams and work context to enhance their innovative capacity. She has advised numerous organisations on how to nurture their employee creativity and consequently boost their innovation.

Paul Succony

Paul Succony is UK Total Supply Chain Director, Farne Salmon and Trout & Lyons Seafoods. Paul's significant experience lies in manufacturing roles in short shelf-life chilled food. He is responsible for the entire supply chain from end-to-end in both Farne Salmon & Trout Ltd in Duns and Lyons Seafoods in Warminster. Together these businesses employ 1000 people and strive to deliver a fulfilling work life for every person. At the recent 2017 Business Insider Scotland's Best Employer Awards, Farne Salmon won the Scottish Employer of the Year, Best Health & Wellbeing and Best Work Environment awards. Paul will demonstrate how adopting HR practices that innovate the workplace benefited his people and business performance. He will reflect on his career, sharing key moments which shaped his approach to leadership. He will show how leadership rather than management achieves sustainable results.