

**Scottish Enterprise Workplace Innovation Masterclass Series
Masterclass 7 – Breaking Through Boundaries for
Workplace Innovation**

Thursday 15th February 2018
Macdonald Holyrood Hotel, 81 Holyrood Road,
Edinburgh EH8 8AU

09:30	Registration and Coffee
10:00	Welcome and Introduction <i>Dr Colin Lindsay, Innovating Works Team, University of Strathclyde</i>
10:10	HRM for High Performance and Employee Well-Being <i>Professor David Guest, King's College, London</i> Followed by Q&A and discussion
10:50	Harnessing Employee Engagement for Innovation in an International Environment <i>Veronika Gunn-Boesch, Group HR Director, Edrington</i> Followed by Q&A and discussion
11:30	Refreshment Break with Coffee & Tea
11:55	Weir Innovation - Local Impact : Global Scale <i>Jim McHarg, HR Director, Organisational Development, The Weir Group</i> Followed by Q&A Discussion
12:35	Question Time Panel and Open Discussion <i>All keynote speakers and Professor Patricia Findlay, Innovating Works Team, University of Strathclyde</i>
13:00	Next Steps <i>Clare Alexander, Scottish Enterprise</i>
13:10	Networking Lunch

Speaker biographies

Professor David Guest, King's College, London

Professor David Guest is a leading academic expert on human resource management and related aspects of work and organisational psychology. He has a first degree in psychology and sociology from Birmingham University and PhD in occupational psychology from London University. He spent three years as behavioural science adviser to British Rail before joining the London School of Economics in 1972. He moved to Birkbeck in 1990 and for 10 years was professor of occupational psychology and head of the department of organisational psychology. He moved to King's College in 2000, where he has written and researched extensively in the areas of human resource management, employment relations and the psychological contract, motivation and commitment, employee engagement, wellbeing and careers. He has been a member of the NHS SDO commissioning board and of UK Skills and Employment Advisory Group. He has worked closely with a range of companies including Shell, IBM, HSBC, Hong Kong MTRC, as well as with the National Health Service and a number of government departments.

Veronika Gunn-Boesch, Group HR Director, Edrington

Veronika Gunn-Boesch joined Edrington in 2012 as head of organisational development and became HR director in January 2015. Veronika holds an MBA and a post-Masters certificate in organisational development. Originally from Austria, Veronika started her career in executive search at Spencer Stuart Vienna. She then moved to New York City where she worked in a variety of Organisational Development and HR roles mainly in the financial services industry for 10 years. In her current role she leads the HR agenda for Edrington's 3000 employees in over 16 offices. Edrington is Scotland's leading independent premium spirits company. The business owns and produces some of the leading Scotch Whisky and rum brands in the world, namely The Macallan, The Famous Grouse, Brugal, Highland Park, Cutty Sark and The Glenrothes. Edrington's distilling, blending and bottling operations are located in Scotland and the Dominican Republic and its brands are distributed by a network of wholly owned subsidiaries, joint venture companies and third party distributors.

Jim McHarg, HR Director, Organisational Development, The Weir Group

Jim McHarg joined The Weir Group in October 2010 where he is responsible for leading the learning and organisational development agenda across the Group. Prior to joining Weir Group, Jim held operations, engineering and human resources management roles in Clyde Blowers, Network Rail and BAE Systems, spanning a total of 13 years. He is a graduate in mechanical engineering, and has an Executive MBA. He is a Fellow of the Institution of Mechanical Engineering and Chartered Institute of Personnel and Development. Jim is Vice President of Glasgow Chamber of Commerce, a member of the University of Strathclyde Business School Fellow Network and a member of the Industry Advisory Board for the Department of Mechanical Engineering and Aerospace.