

Workplace Innovation for Scottish Business: Launch Event

Monday 22 August 2016, 09:00 – 12:00

Macmillan Room, Edinburgh Zoo, 134 Corstorphine Rd, Edinburgh EH12 6TS

08:30 Coffee and Registration

09:00 Welcome and Introduction

Adrian Gillespie, Scottish Enterprise.

Adrian will introduce the concepts of workplace innovation and fair work, and their importance to the strategies of Scottish Enterprise and the Scottish Government.

09:10 Ministerial Address

Paul Wheelhouse, Minister for Business, Innovation and Energy

09:30 Introduction to Masterclass 1: What is Workplace Innovation and What Can It Do for Your Business?

Colin Lindsay, University of Strathclyde

09:40 Workplace Innovation and Fair Work – Delivering Better Jobs and Benefits for Business

Professor Patricia Findlay, University of Strathclyde

Tricia will outline how the workplace innovation and fair work agendas have become a priority for EU and Scottish policy, and their relevance for SE partner businesses. She will discuss a range of workplace innovation practices that have been adopted by businesses – including aspects of organisational development, employee engagement, leadership and HR practice – and will highlight evidence from Scotland, the UK and EU on how workplace innovation has delivered benefits for employees and businesses. She will specifically focus on we can design jobs to encourage innovation, drawing on practical examples from international evidence of how building better jobs produces benefits for people and businesses.

10:00 Group discussion and feedback

Participants will engage in facilitated discussion based on their pre-identified job design and workplace innovation challenges. Participants will be encouraged to identify potential solutions and shared experiences.

10:25 Coffee and refreshment break

10:45 HR for Innovation at the Royal Zoological Society for Scotland

Lindsay Macpherson, HR Director, Royal Zoological Society for Scotland

Lindsay Macpherson will discuss her team's commitment to progressive workplace practices covering the up to 320 RZSS employees at Edinburgh Zoo and Highland Wildlife Park and beyond. She will talk about some of the radical changes that RZSS has made in people management to empower employees at RZSS and promote innovative workplace practices.

11:00 Redesigning Jobs for Innovation – The Michelin Dundee Experience

John Reid, General Manager, Michelin Dundee

John Reid will lead a discussion of the practical challenges and benefits of engaging and empowering employees through job redesign, drawing in his own experiences as General Manager at Michelin Dundee's plant, which employs 900 people. John and his team have driven a respect and empowerment culture within the business, with the introduction of self-directed work teams key to the plant's success. The plant is now one of the benchmark plants amongst Michelin's European group. John will discuss how working with employees to design more productive jobs and teams can deliver workplace innovation and improved performance.

11:20 Panel discussion and plenary – Jobs and Workplace Innovation

Professor Patricia Findlay, John Reid and Adrian Gillespie, chaired by Colin Lindsay

11:50 Next steps and future events

Colin Lindsay, University of Strathclyde and Clare Alexander, Scottish Enterprise

Colin and Clare will outline themes for future Workplace Innovation Masterclasses, and plans for Masterclass 2. They will highlight online information and networking resources associated with the Masterclasses and other Scottish Enterprise activity and encourage participation in evaluation and feedback.

12:00 Networking Lunch and Close