



## Lean Management at Bosch Thermotechnik

Aveiro, Portugal



Bosch, the multi-national engineering company which operates in the automotive, appliances, power tools, security systems and solar energy sectors has been manufacturing in Portugal for over 100 years. Its five locations in Portugal have over 3000 employees out of a global headcount of more than 290,000. In 2014 it recorded sales of € 788 million.

The company is committed to a programme of people-centred LEAN Management aimed at driving out waste and improving efficiency. Associates are closely involved in identifying issues and opportunities for employee-driven innovation. Problem-solving becomes a tool for empowerment and connecting with management. Small improvements in products and processes must be constantly made by everyone.

Production Director António Conde feels strongly that this is the key to positive change.

“If you apply it right LEAN is not about black belts or gurus or hot-shots that know all the toolset. LEAN is about the mindset, it’s about a culture, it’s about removing waste, it’s about continuous improvement. And this is achievable only when you have everyone on board from the shop floor associates to the top management.”

[Read more](#)

[Watch the video](#)

[Download the pdf](#)

## Creating the workplace of the future

Bringing health, wellbeing and productivity together



**E.ON’s new Nottingham HQ is an inspiring venue for UK WON’s latest network event designed to share experiences and inspire new thinking about good work and how it benefits employers and staff alike.**

On **8th October** from 10.00 to 16.00 participants from diverse companies will learn from:

- The latest thinking on creating productive and healthy workplaces.
- Expert input on global challenges, workplace innovation and mental health at work.
- Great workplace practices in E.ON.
- A panel of companies with experiences of developing good practice.
- Exchange of experiences with other companies building great workplaces.

**Join us on 8th October! And find out about the launch of the *Good Work, Health and Well-being Network***

Places are limited. Email [mary.wade@workplaceinnovation.eu](mailto:mary.wade@workplaceinnovation.eu) to reserve your place now.

**Registration: only £95**

## Still time to join The Creative Workplace Group

A great opportunity to learn from the innovators



Why not take this opportunity to learn from **The Met Office, Grimshaw Architects, Innocent, Capita, Red Gate Software** and other great enterprises by sharing experiences with change leaders working to create innovative cultures and practices in their workplaces?

The **Creative Workplace Group** is a diverse network of organisations committed to innovative ways of working and to sharing practical knowledge experiences with each other. Acting as critical friends, members of the group enjoy unique access to public and private sector enterprises with great stories to tell.

[Click here to discover more](#)



# Employee Driven Innovation

A new resource for enterprising companies



Peter Totterdill has helped Capita's *Create Tomorrow* website to launch an exciting new feature on Employee Driven Innovation. **You can see it [here](#).**

It features case studies and tips on how we can create the kind of workplace where the best ideas from the entire workforce come to life. It's clear that employee driven innovation has the potential to deliver value to all kinds of organisations and their customers.

From within Capita, the feature looks at the Bubblegum innovation tool built for the O2 contract; Capita Resourcing's Rogue Monkey awards; how IT Enterprise Services worked with G2G3 to build an innovation inspiring simulation, and the Million Makers programme turning Capita employees into entrepreneurs to benefit The Princes Trust.

External expertise comes from Professor Peter Totterdill, Chief Executive of UKWON and a Director of Workplace Innovation Limited, as well as live examples of how the Met Office encouraged independent innovation campaigns and Aviva's Customer Cup programme.

[Read more here](#)

# ***Please Forward***

## **About UK WON and Workplace Innovation**

**UK WON** is a not-for-profit organisation that works with employers' and professional bodies, trade unions, universities, policy makers and others committed to developing and disseminating new ways of organising work that lead to sustainable competitiveness, an innovative culture and a high quality of working life.

**Workplace Innovation** helps enterprises and their employees to improve organisational performance and working lives by releasing the full knowledge, skill and creativity of people at every level.

Contact us at [info@ukwon.net](mailto:info@ukwon.net)

