



Essential The **^ Fifth Element, a free of charge Masterclass**

Your invitation to change your workplace and organisation for good

If you have ever wondered how to introduce change into your organisation which will help you create a workplace which combines both high performance and high quality of working life, our free of charge Masterclasses may be of interest to you.

[The Essential Fifth Element Masterclass](#) provides real and practical guidance drawing upon experiences from our work with companies across Europe and decades of research findings on work and organisations. It aims to demonstrate ways of creating innovative workplaces where **all** employees use and develop their full range of skills, knowledge, experience and creativity.

We know that tangible and sustainable change in the day-to-day culture of an organisation is possible to achieve and these Masterclass sessions aim to show how in very practical ways.

A select group of five carefully chosen organisations will join these exclusive Masterclasses in Nottingham and Bristol. Each is asked to send three representatives, ideally one senior manager/director, one change leader and one employee representative.

We will demonstrate that when improvements in communications, leadership and employee engagement, higher performance and enhanced customer care come together, it will lead to a self-perpetuating regime of innovation, which we have dubbed [The Essential Fifth Element](#).

Delegates will

- learn from the evidence
- examine good practice cases from leading companies
- share ideas and experiences with peers.

The event will be delivered by [UK WON](#), the not-for-profit Work and Organisation Network, in association with Workplace Innovation Limited and the [WiT Partnership](#). You can join us at the [New Art Exchange](#) in Nottingham on 30th September or the [Brunel Institute](#), Bristol Harbourside, on 2nd October from 12.30-16.45.

This event will furnish you with new insight into exploring the journey of organisational transformation. Above all, you'll share ideas and experiences of what works in practice and you'll connect with others engaged in changing their organisations. There will be complimentary tea, coffee and soft drinks.

You are invited to apply for a place by following this [link](#). Please explain your reasons for applying and how you expect to benefit. Your participation would be immensely valuable and if you would like to discuss it further please give me a call on 07887 821388 or email me at peter.totterdill@ukwon.net

Professor Peter Totterdill, CEO, UK WON

P.S. Don't forget, this Masterclass is offered free of charge and is delivered by UK WON, the leading not-for-profit UK Work and Organisation Network. Take a look at www.goodworkplaces.net

[Apply for your place](#)

The workplace of the future

UK WON's latest Symposium



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

This highly interactive event will take place on Thursday 8th October 2015 from 10.00 to 16.00. Delegate places are limited and cost £95 per person and include lunch, tea and coffee.

Participants will learn from:

- The latest thinking on creating productive and healthy workplaces.
- Expert input on global challenges, workplace innovation and mental health at work.
- The experiences of other participants involved in building great workplaces.
- A panel of companies with diverse experience of developing good practice:



The Symposium will launch a Task Group on *Good Work, Mental Health and Well-being* based on a small, closed network of companies with targeted input by other stakeholders and experts.

The Task Group's aim will be to create practical guidelines and a multimedia resource pack focused on "what works" in terms of creating enabling jobs, employee well-being and resilient organisations. Contact [Peter Totterdill](#) for more information.

Places are limited.

[Reserve your place](#)

Effective, empowering and flat

Is hierarchy an obstacle to success?



Many organisations appear to be structured around three very common assumptions:

- Hierarchies are just common sense: you need somebody to be in charge.
- People at the frontline are of lower status and less motivated so they can't be trusted to make decisions or manage their own work.
- Other ways of organising may be fine for some companies but they'll never work here.

Do these assumptions ring true in your organisation? Or is your organisation one of a growing number that view hierarchy as a source of waste, inertia and employee disengagement?



Peter Totterdill
UK WON

[Read more](#)

[Download pdf](#)

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

