



Solving Problems

Our Flexible ILM Leadership & Coaching Courses



Where do you think the real problems lie in your organisation?

Many will say *"if you want to find out, ask your employees."*

Good advice. The probability is that employees will know what is wrong and will have ideas about what needs to be done to improve the business. But **how confident are you that if you asked them, they would tell you what they really think?**

Do they feel valued enough, involved enough, trusted enough to give their views without fear of a backlash? Worse, would they tell you what they think you want to hear and then "keep their heads down below the parapet"?

The style of leadership at all levels in the organisation will determine the type of organisation you have.

Individuals in a management / leadership role need the knowledge, skills, motivation and consistency to create an environment where employees feel valued; feel that their contributions are recognised and impact positively on the performance of the business. Employees who feel valued are more likely to contribute opinions and ideas in a positive and constructive way, rather than use their energies to criticise and condemn the organisation.

Our [ILM accredited Leadership and Coaching Programmes](#) are built around [The Essential Fifth Element](#), helping leaders to build the knowledge, skills, confidence and consistency, necessary in a culture where staff feel valued, confident, motivated, fully engaged in the business and willing to contribute their thoughts and ideas.

Creating this enabling culture is not easy. It takes time, commitment and a willingness to change but the benefits far outweigh the investment. **Work in partnership with us and we will help you get there!**

[Click here to discover more](#)

Red Gate Software joins the Creative Workplace Group

And you can too . . . but places are limited and filling fast



Fast growing Cambridge-based **Red Gate Software** is the latest company to join the **Creative Workplace Group**. Mark Wightman, Red Gate's Head of Development, expresses the company's commitment to innovation in powerful terms:

"I think we don't really define our success in terms of an end result, it is much more about the journey and that's why people come into work every day. It's the journey of trying to create great product and be a successful company but having fun doing that and solving those problems and working with people we feel share those values."

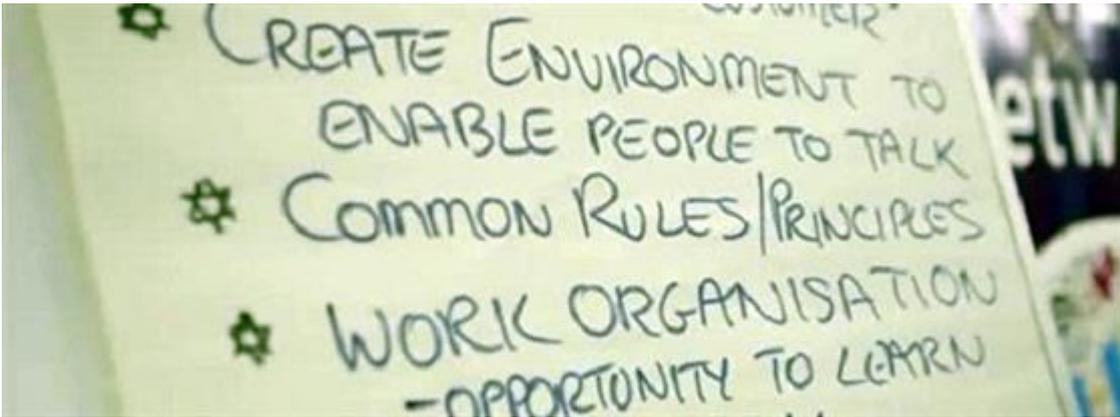
You can learn more about Red Gate from our case study and short film at <http://uk.ukwon.eu/red-gate-software>

Don't be a zombie. Why not take this unique opportunity to join Mark and **Capita Solutions** in learning from **The Met Office, Grimshaw Architects, Innocent** and other great enterprises? Share experiences with change leaders working to create innovative cultures and practices in all kinds of different organisations.

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.

[If you want to know more, click here](#)

Workplace change: how to succeed



Around half of organisational interventions to enhance productivity and competitiveness or boost employees' health and well-being fail to achieve their intended outcomes. This is certainly disheartening, not least because we actually know a great deal about how to increase the chances of success.

In our last mailing work psychologist and UK WON Associate **Dr Maria Karanika-Murray** drew on evidence from research and practice to explain why organisational interventions fail so often. In [Part Two](#) of her article Maria suggests possible approaches that can increase the chances of success.



Dr Maria Karanika-Murray (Nottingham Trent University, UK)

[Download Part One](#)

[Download Part Two](#)

And Have You Seen Our New Website Yet?

Bringing Knowledge and Practice Together



We're excited about the launch of our new website at www.goodworkplaces.net

For the first time it brings **UK WON's** *pro bono* commitment to sharing good practice together with sister company **Workplace Innovation Limited's** innovative portfolio of consultancy, leadership and employee engagement services.

UK WON, the UK's Work and Organisation Network, is a not for profit organisation established in 1997. We work closely with enterprises, employers' organisations, trade unions, public policymakers and researchers to promote better ways of working through dialogue, networking, research and knowledge sharing and consultancy.

UK WON created Workplace Innovation Limited in 2010 to set new standards for consultancy and organisational learning grounded in research, international experience and ethical standards.

What is the good workplace?

[Find out 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

