ENTERPRISE FOR HEALTH
Achieving Business Excellence – Health, Well-Being and Performance

TOWARDS THE HIGH ROAD

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The UK Work Organisation Network

A coalition committed to shared knowledge, collaborative action and policy advocacy

• closing the gap between leading-edge practice and common practice
• the future of work and organisations
The past is an increasingly unreliable guide to the future
Are our organisations becoming obsolete?

- Technologies
- Globalisation
- Global Resources
- Politics
- Climate change
- Consumers
- Demographics
- The workforce
CHINA AND THE KNOWLEDGE ECONOMY
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• 2000 higher education institutions in 2002
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• 4000 higher education institutions by 2005
CHINA AND THE KNOWLEDGE ECONOMY

• 2000 higher education institutions in 2002
• 4000 higher education institutions by 2005
• 16 million students enrolled by 2008
Organisations under pressure

• The business environment is less predictable
• There will be winners and losers at the end of the current crisis
• Product ranges and services change more quickly
• Customers expect high quality service at speed, when and where it suits them best
• Companies expected to be environment friendly
• Higher quality of working life increasingly expected by skilled employees
Traditional ways of organising work and traditional approaches to management are inadequate in an increasingly volatile world.
Towards the High Road

• beyond the Low Road of cost-driven restructuring
• innovation: the ability to do things differently
• convergence between enhanced performance and quality of working life
# Work and Capital

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Svenskt Näringsliv – *Confederation of Swedish Enterprise*
## Work and Capital

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ORGANISING

INvolving Learning

Shared Knowledge & Intelligence

Dialogue, Reflection, Negotiated Action
Involving

Partnership
Change
Management
Collaborative
innovation
Continuous
improvement

Shared
Knowledge
Intelligence

Dialogue,
Reflection,
Negotiated
Action
Dialogue, Reflection, Negotiated Action
Shared Knowledge & Intelligence
Competence Knowledge Sharing Dialogue
Learning
Dialogue, Reflection, Negotiated Action
Shared Knowledge & Intelligence
Competence Knowledge Sharing Dialogue
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Shared Knowledge & Intelligence

ORGANISING

IN INVOLVING

LEARNING
ORGANISING

INVOLVING LEARNING

Shared learning and knowledge
High involvement innovation
Quality of working life
Sustainable innovation requires
• effective Organisation
• inclusive Involvement and dialogue
• extensive Learning from elsewhere
... at all levels of the organisation