

CONSORTIUM



Project Leader

MAFEX - Spanish Railway Association (Spain)

Project Members

BTS - The Rail Industry Cluster (Germany)

DITECFER - District for Rail Technologies, High Speed, Safety & Security S.c.ar.l. (Italy)

QUINN - University Consortium in Engineering for Quality and Innovation (Italy)

TECNALIA - Foundation Tecnalía Research & Innovation (Spain)

Solution of a complex problem requires multifaceted cooperation within a strong team

OBJETIVES



➤ **Look at existing tools, identify and exchange best practices.** RailActivation project will look and analyse existing tools to support the uptake of Workplace Innovation.



➤ **Suggest a new pilot scheme, including context based, long term mechanisms to support the uptake of Workplace Innovation by the SMEs of the sector.** Foster the uptake of Workplace Innovation across EU Railway industry, defined by context-based view, dynamic capabilities and high-performance work systems.



➤ **Test Pilot Schemes.** A new pilot scheme for railway industry will be tested in about 20 SMEs. The ecosystem benefiting directly will be reaching employees, soliciting feedback, tracking the activities and outcomes and recording any adjustments that are necessary to get the desired results.



➤ Support the creation of an **Interregional network** for the railway sector and recommendations for action.



➤ **Raising awareness and dissemination of the need for Workplace Innovation.** It will be promoted the creation of a Working Group, dealing with Workplace Innovation, which will aim to improve the performance of SMEs, promoting the RailActivation schemes, tools and mechanisms.

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ACTIVATING INCLUSIVE GROWTH IN RAILWAY SMEs BY WORKPLACE INNOVATION



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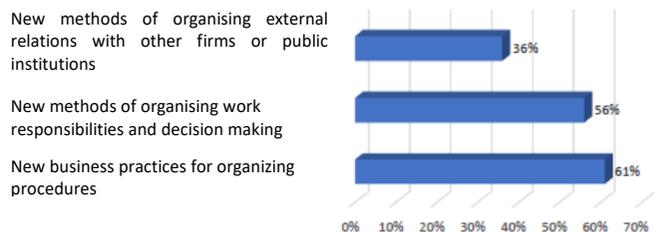
RailActivation



#railactivation

Why do we need Workplace innovation in the Railway sector?

At the moment there is a huge margin of growth for the involvement of railways workers into the innovation development.



% of railway sector employees participating in the innovation development (basing on the survey conducted by RailActivation)

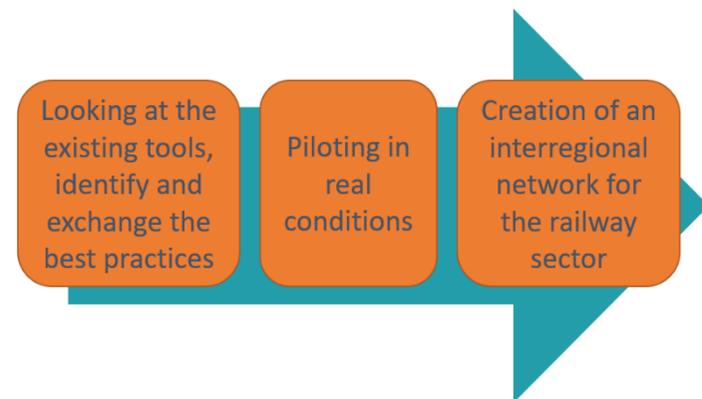
The key to success in the railway sector is the full involvement of its employees through the implementation of the all-encompassing workplace innovation.

How it works?

The fullest possible extent, simultaneously enhancing business performance, engagement and well-being companies is possible only with the implementation of the evidence-based organisational practices which allow employees at every level to use and develop their skills, knowledge, experience and creativity. These organisational practices form the core of workplace innovation.



How it will be achieved?



RailActivation is to boost development of European Railway SMEs by implementation of ***workplace innovation*** concept, and taking into account particularities of the railway sector.