

## **New business for supporting companies**

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From our previous studies we can conclude that methods for developing the workplace based on the motivation of the employees are successful. (Hedlund et.al 2009) The starting-point for the whole range of methods developed by Theme Working Life including the tool for diagnostization of the work place is the participation of the whole personnel during the process. All ideas and initiatives are taken into account and analyzed by each working group in order to create a plan for improvements concerning the routines and work environment in common. The methods as such are of course important but even more important is the way of thinking in terms of participation and feed-back in a continuous process incorporated in the work environment- and HR strategy.

The pedagogic strategy when using the methods is as important as the actual knowledge of the improvements that are necessary concerning different areas such as the work itself, work environment, communication, management, organization, etc. The way of letting the employees describe what they feel and know, about their workplace is the key to the usability of the methods as instruments for development towards a better work place – and thereby more efficient business.

The methods, briefly described are: *Attractive Work*, a tool for mapping and prioritizing development of attractive work, *Visit*, looking at the company from different perspectives *VEKO*, how rebuilding and reorganization could be coordinated, *Ordning och Reda*, (modified Tuttava), a method to organize daily routines for practical work as well as communication, *SAM-Rätt och lätt* is a method to incorporate, the state law prescribed management system concerning work environment, in the actual business and *PIMEX*, a method to identify concrete work environment problems in production situations.

What we are curious about is if this chain of enhancement in motivation – efficiency, can be measured in economical numbers. If so, which economical numbers can be connected to the intervention using one of the methods and which factors are crucial to measure and analyze.

The aim for this study is therefore to study the economical effects on the business of the consulting companies adding our methods to their way of working with SME.

The next step would be to study what changes or improvements that are expected at SME after introducing one or more of the methods.

### **Practical work so far**

The geographical area has been extended in this project to include Gävleborg and Värmland as well as Dalarna as in previous projects. In Gävleborg and Värmland seventy companies have been contacted. Of those, fifteen did come to our information meetings this spring were we gave a brief introduction and invitation to participate in our half day courses this fall in the different methods. But only companies from Dalarna did participate, totally fifteen. All persons at the courses had been in contact with us earlier and knew about the group and how we interact regionally with companies. The interest from Gävleborg and Värmland is still there and a new invitation is to be sent for courses later this year.

### *References:*

Hedlund A, Andersson I & Rosén G (2009). *Attractive Work Process*. Proceedings of USE2009: Understanding Small Enterprises - a healthy working life in a healthy business International conference 20–23 October 2009 in Elsinore, Denmark