

How ITERGO Achieved 70% Employee Participation in Innovation



Challenge

- Conservative culture limited transparency and employee participation
- Existing process focused only on large, top-down ideas
- Need to increase engagement and implementation rates



Business Impact

70%+

Employee Participation Rate

Nearly 100%

Internal Awareness



Strategic Pivot

- ITERGO introduced a company-wide ideas management program that combined an open innovation platform, collaborative idea development, and strong employee ownership to make participation part of everyday work.

1,750

Active Users on the Platform

167 of 215

Ideas Progressed for Further Development



Final Thought

“Employees have good ideas. You just have to ask them.” — Esther Haehn, Head of Ideas Management

[Read the full case study](#)