

## Obituary

# Richard Ennals

**16<sup>th</sup> September 1951 - 10<sup>th</sup> December 2024**

**Peter Totterdill**

We are deeply saddened by news of the death of Professor Richard Ennals, a distinguished social scientist and activist. Richard's contributions to the fields of workplace innovation, action research, and education have left an indelible mark on those who encountered his work, and especially on those who knew him.

The breadth of Richard's career over some fifty years was truly remarkable, embracing research and teaching in countries across the world. As early as the 1980s, his achievements included extensive publications on human centrality in the application of AI and information technology.

Richard was a founding member of the UK Work Organisation Network (UKWON), which from 1997 to 2013 promoted workplace innovation through action research, education and advocacy. The failure of successive British governments to recognise the importance of workplace change in achieving higher productivity and healthier working was a source of continuous frustration to him, and he often remarked that he had "intellectually migrated" to Scandinavia where these matters were much better understood.

As an editor and contributor to the European Journal of Workplace Innovation, his insights and intellectual leadership helped shape the discourse on workplace innovation and its potential for healthier working lives.

Richard's career was characterised by his unwavering commitment to learning from differences and fostering dialogue. His work often emphasised the importance of collaboration and the power of diverse perspectives in driving meaningful change. Richard remained a committed European, working hard to build relationships and establish new coalitions throughout his life.

In addition to his academic achievements, Richard was a much loved colleague and mentor. His dedication to his work was matched only by his kindness and generosity. Richard was known for his ability to inspire and engage those around him, always encouraging others to think critically and creatively. His warm concern for colleagues and students alike was one of his defining characteristics, and there are many, many others whose lives were deeply enriched by him.

Richard's legacy will continue to influence and inspire both current and future generations across Europe and far beyond. His contributions to the field of workplace innovation and his commitment to real social change will be remembered and celebrated for years to come.

Richard will be deeply missed by his family, friends, colleagues, and the many individuals whose lives he touched.