

EOA Annual Conference

EMPLOYEE OWNERSHIP
BEST IN CLASS

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 **Capital**
for
Colleagues 
Advice Investment Growth

Dealing with Tough Times and Celebrating Success

Facilitator: Philippa Meaden, J Gadd Associates

Contributors: Jane Burgess, John Lewis Partnership
Peter Holland, OPM

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Advice Investment Growth

John Lewis Partnership

John Lewis Partnership

EMPLOYEE OWNERSHIP
BEST IN CLASS



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Power

Accountability

Influence



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Values and Beliefs



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Behaviours, Relationships and Dialogue



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OPM



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Who we are...

- OPM Group is an independent employee-owned research and consultancy organisation
- Champion the delivery of social impact
- Two Divisions – OPM and Dialogue by Design
- Deliver research and insight, evaluation and impact analysis, public engagement, and organisational development and change management services
- Established in 1989 and were the UK's first employee owned public interest company

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 EMPLOYEE OWNERSHIP
BEST IN CLASS

HORIZON

NUCLEAR POWER



LOTTERY FUNDED

ATKINS

**WE ARE
MACMILLAN.
CANCER SUPPORT**



**BIG
SOCIETY
CAPITAL**

hs *engine for growth*

JACOBS™



Department
for Transport

unicef 

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The Context

- Market had changed
- Too big
- Too solid
- Didn't get best out of people
- Not commercial enough

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What We Did

- Focussed on strengths/closed down some offers
- Re-structured
- Significant cost cutting
- Investment



The Impact of Employee Ownership

- Accountability and responsibility
- Engagement
- Leadership
- Values – profit for purpose

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Questions and Discussions

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Thank you.
Please make your way to the Palace
Suite to hear the Keynote speech from
Jack Stack.