

EOA Annual Conference

EMPLOYEE OWNERSHIP
BEST IN CLASS

#EOAConference

Conference Sponsor

 **Capital**
for
Colleagues 
Advice Investment Growth

How To Keep the Employee-Ownership Spark Alive

Facilitator: Paddy Radcliffe, Telos Partners

#EOAConference

Conference Sponsor

 **Capital**
for
Colleagues 
Advice Investment Growth

Objectives and outcomes

- To identify and understand some of the key issues and challenges relating to:
 - Effective recruitment
 - Refreshing the energy of employees
 - Encouraging employee owners to continue to take responsibility
 - Managing employee churn/lack of churn
- To share learning and experience around the topic.

So that: you leave the session with a clear understanding of how the topic relates to your organisation and with some practical actions that you can take to meet the challenge.

Workshop process

- Welcome and opening remarks 5 mins
- Initial discussion at tables 10 mins
- ‘Carousel’ discussions 30 mins
- Review in table groups plus plenary 10 mins
- Key ‘takeaways’ and action planning 5 mins
- Close

Workshop 'contract'

My role

- Manage the process
- Bring experience/challenge where useful
- Not the expert!

Your role

- Contribute - share your own experience and insight
- Share real challenges and issues

Initial table discussion briefing

- Introduce yourselves
- What are the key challenges you face in ‘keeping the spark alive’
- For this workshop:
 - ‘What can you offer?’ (input and experience)
 - ‘What do you need?’
- Quick feedback in plenary
- 10 minutes

'Carousel' Discussion Briefing

- Pick two of the carousel areas:
 - Effective recruitment
 - Refreshing the energy
 - Taking responsibility
 - Managing churn
- NB. One carousel where you can provide insight/experience and one where you need help/questions answered
- Self-managed discussions:
 - Share experience of challenges, issues, solutions and responses
- 15 minutes per carousel, 30 minutes in total.

Table Discussion

- Share the key learnings/reflections from your carousel discussions
- Please be ready to share one or two key points in plenary

And finally...

- Individually, or with colleagues from your organisation...
 - What action are you going to take as a result of this session?
 - What are you going to do differently?

Questions and Discussions

#EOAConference

Thank you.

Please make your way to the Queens Suite to hear the Keynote speech from Jack Stack.