

EOA Annual Conference

EMPLOYEE OWNERSHIP
BEST IN CLASS

#EOAConference

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 **Capital**
for
Colleagues 
Advice Investment Growth

How to Successfully Transition to Employee Ownership

Facilitator: Trevor Lincoln, The Engagement People Ltd
Contributors: Peter Matthews, Capital for Colleagues
Andrew Lane, Union Industries
David Lowe, Cambrian Printers
Andy Sims, Merlin Energy

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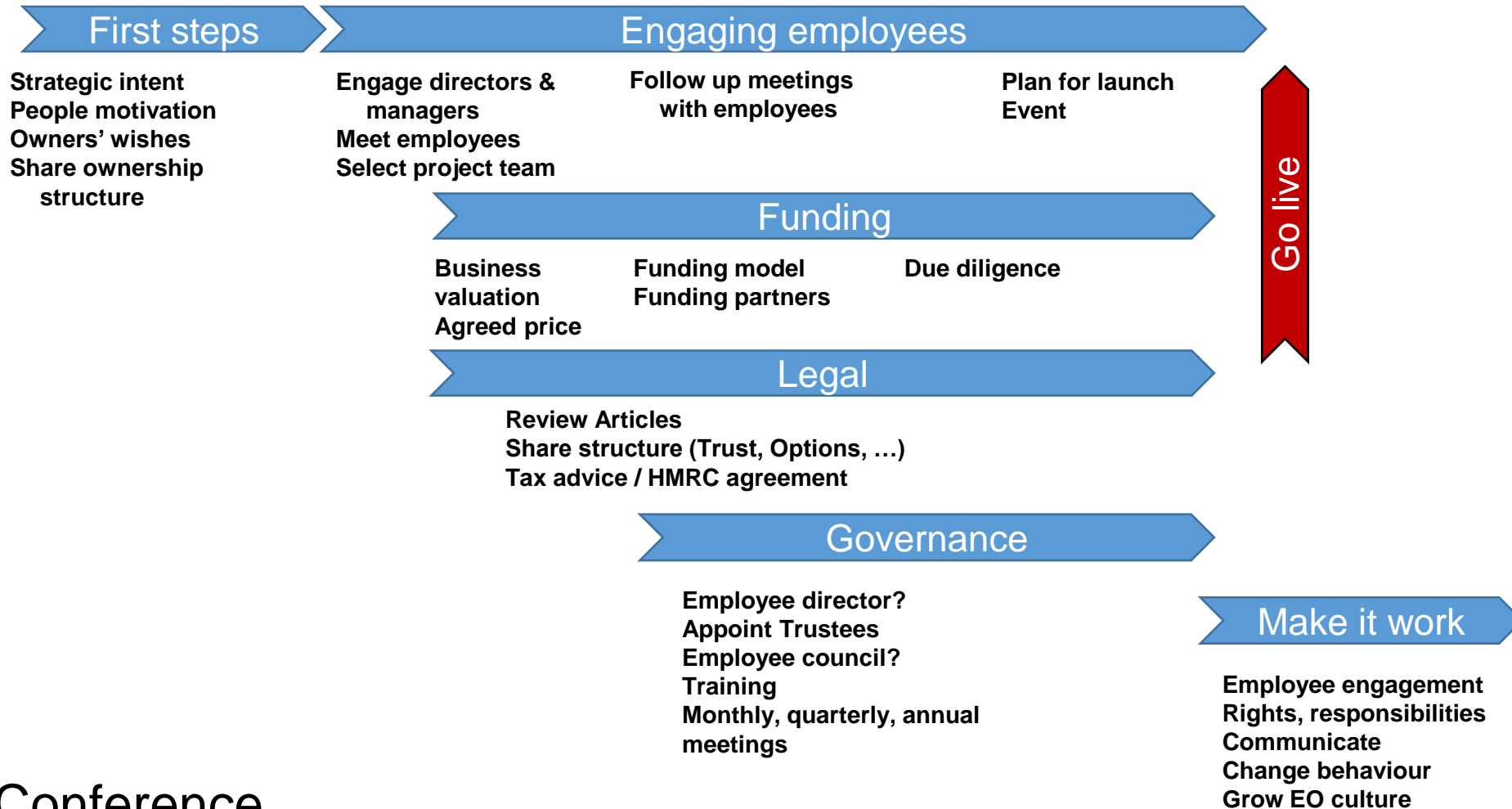
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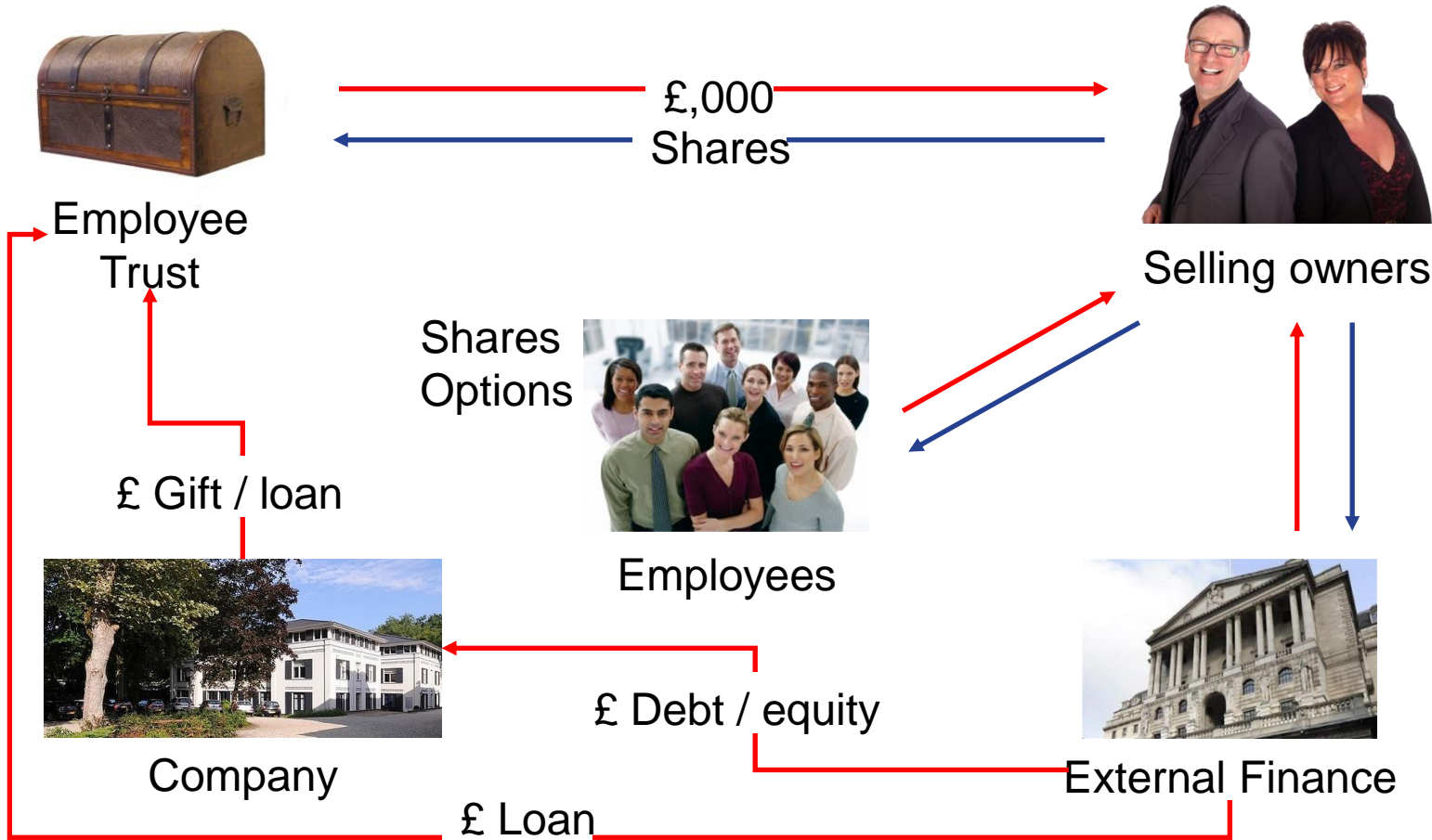
You need...

- Clarity on strategy – why an EOB?
- Deal structure
 - Share ownership
 - Funding – debt and/or equity
 - Legal support
 - EO structures
 - Tax
- Consciously develop / change culture
- Manage the transition project

Manage the project...



Deal structure...



Share ownership

- Direct – Employee Trust
- ## Business valuation
- ## Capital – debt and/or equity
- Company reserves
 - Banks
 - Invoice finance
 - Vendor finance
 - Specialist EO investment funds

Tax...



Culture...

Rights:
 To ownership, the numbers, information, influence, sharing profits & power
Responsibilities:
 As employees to deliver & be accountable. Share challenges & success

<p>Beliefs & mindsets: Long term view, rewarded together.</p> <p><i>“This is my business & this is our money”</i></p>	<p>Behaviour: I work in partnership, give time & knowledge willingly, “will do” attitude</p>
<p>Organisational culture: community, customers, suppliers, environment.</p> <p>Partnership culture</p>	<p>Structures, processes, practices: Open Books, involvement, Employee Trust, elected employees, Council</p>

“I”

“WE”

Ken Wilber

Questions and Discussions

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Thank you.

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