

# EOA Annual Conference

EMPLOYEE OWNERSHIP  
BEST IN CLASS

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Advice Investment Growth

# Your Role as Leader in an EO Business

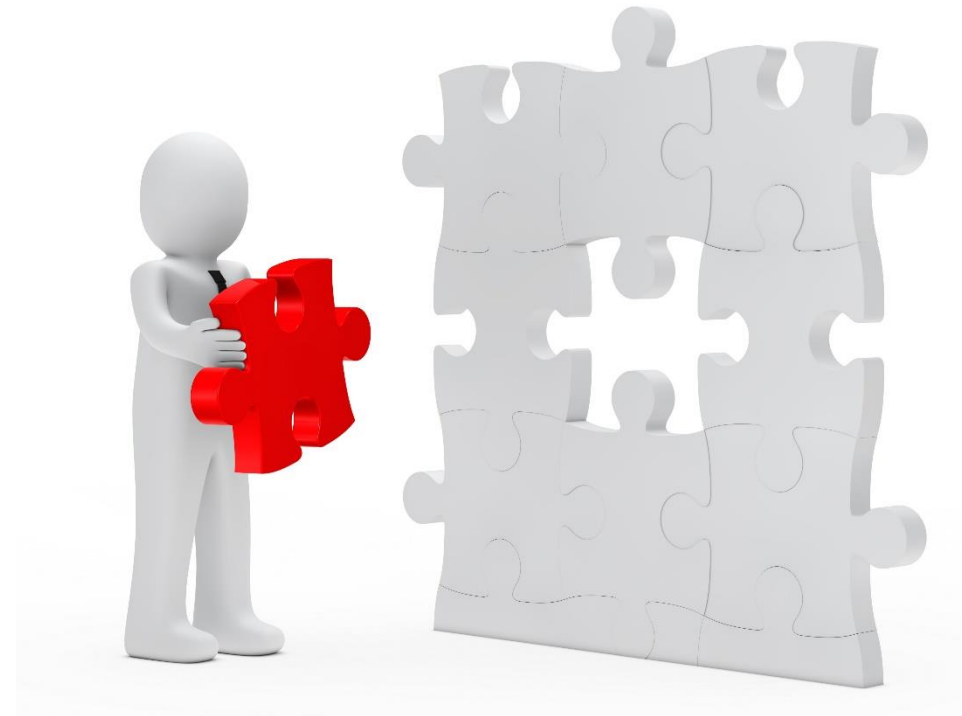
Facilitator: Jacqui Martin, 4 Purpose



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## Discussion Questions



1. What's different about leading a co-owned business?
2. How should leaders of employee owned businesses approach the task of strategic and business planning?
3. What are the key considerations for leadership succession in an employee owned company?

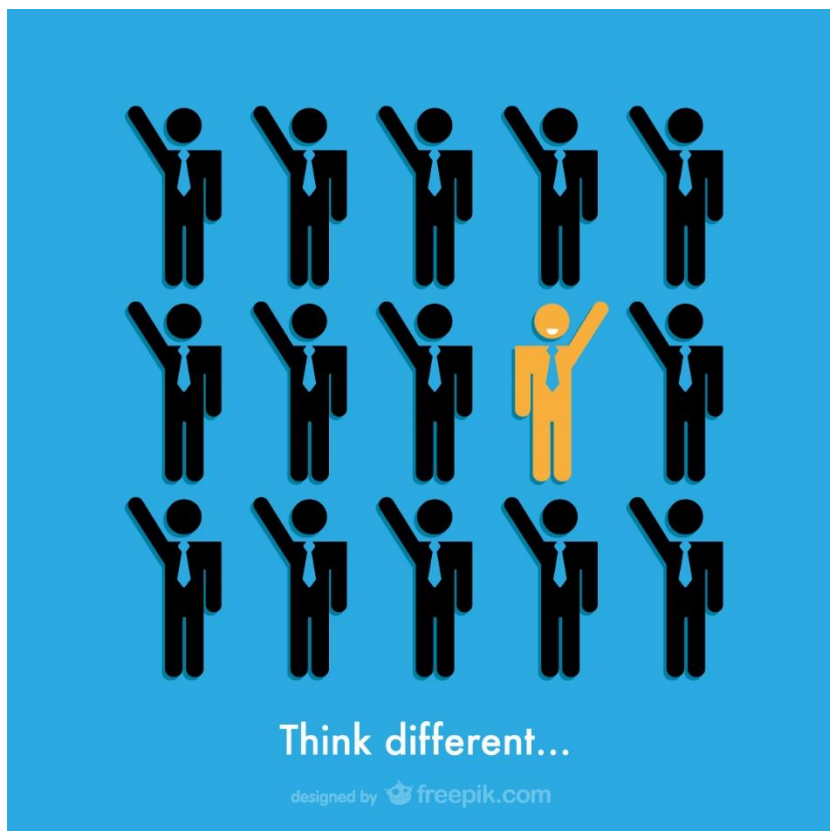
# Feeding Back

- What key themes came up in your discussions?
- What will you do differently as a result of this workshop?

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# The EO Difference



- Held to account
- Higher quality interaction with front-line staff
- Leadership distributed throughout
- coy
- Balance between profit and people
- Deeply ethical

Richard Elsner (2014)

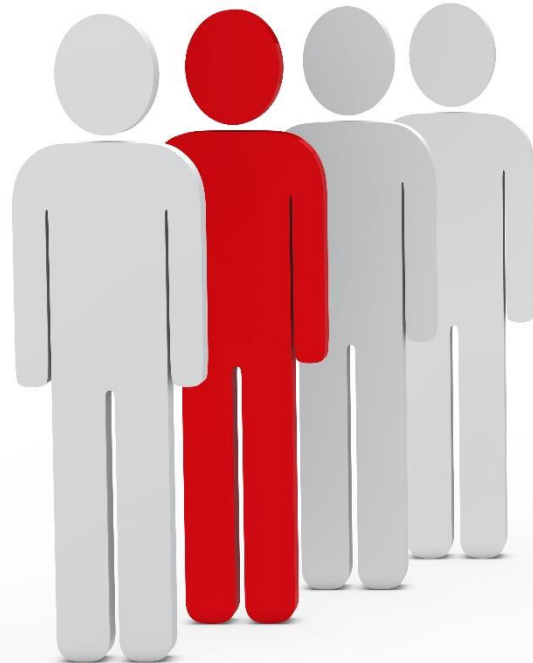
# Strategic & Business Planning

- Involve employees at all levels of organisation
- Bottom up not top down
- Ensure business plan is communicated and understood
- Make regular updates

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# Leadership Succession



- External v internal
- Should team decide on leader?
- Need to understand EO
- Develop hard & soft skills
- Cultivate talent at all levels
- Ask people in roles to identify successors



# 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.