



South East

Host: Bates Wells Braithwaite, London

Date: 5/12/2017

Facilitator: Jamie Pyper, Conscious Business People

Meeting Notes

Oliver Smith from the EOA updated the group on the impact from the Annual Conference and provided a tour of the new online platform, the EO Hub. EOA members are encouraged to create personal profiles and start to network with one another -

<https://eohub.employeeownership.co.uk/>

Paul Seath from BWB told us a little about the work they do with EO companies and social enterprises before giving us a talk about embedding your values into your company processes and policies. The slides accompany this document.

Afterwards we then moved to the regular Open Space segment where a broad selection of issues were discussed:

What sort of communications handled via trustee groups?

- Quarterly trustee group meetings – Financials, KPI's etc
- Definitions – what are the red flags for groups? – What are the 'big deals' for owners?
- Financials
- Direction of travel / progress can define the agenda
- How do trustees know what employees are thinking?
- Communications from the trustee group should be representative of the employee voice

What can the EOA do for you?

- Facilitate discussions with other firms to demonstrate best practice once converted to EO
- Company mentoring

Incentivising without a dividend

What could you do?

- Thought that people can only be demotivated as employees
- Managing expectations of what incentives are available
- Non-monetary benefits can balance the lack of a dividend, as per Paul's presentation

- Two way communication – inclusive activities for all
- Leaders being receptive of other ideas
- Business literacy training for employees including KPI's
- Interact with employees so they understand how they can impact it the business
- Ask employees how to spend the dividend / charitable contribution profit
- Additional incentive EG: Birthday day off as an extra days holiday
- People (owners) to deal with scenarios EG: risk in different ways, so how challenging times are communicated may depend on seniority
- Feeling of team ethos
- Environment at work / well being
- See opportunities for employees to save money – EG: Lunch provided once a week by the business, work from home meaning lesser travel costs.
- Never issue the full dividend - reinvest part or give to charity

How do you do the above?

- Employee reps communicate this rather than always the Senior Leaders
- Take employees with you from the start so they have the buy-in
- Monthly meetings, ask employees for their input
- Senior Leaders out on site to speak with employees

Keeping employee ownership real after transitioning

- Regular Communications
- Honest / Open
- Educate people on basic financials
- Interactive ask people their views and proposals
- Best results from face to face

We closed with networking, snacks and fine wine.

Jamie is requesting input for future sessions or from anyone who would like to be involved in the growth and development of the South East Network. His contact information is: jamie@cbp-uk.com or 07769 882245. Also if you have any questions or ideas, please get in touch.

Next meeting is Monday 5 March at Arup, London.