



South West

Regional Network Meeting: South West

Host: Ovation Finance

Date: 13 March 2018

Facilitator: Garry Davis

Meeting Notes

EOA Update - Oliver Smith and Harvey Smith (Membership Council Rep) covered the following:

- EO Hub
 - Harvey encouraged members to download the app on their phones and register.
 - Membership council have been contributing to the development of the EO Hub
 - An online platform to connect members, potential members and those interested in employee ownership
 - Includes a forum, event booking and news
 - Launched at the Annual Conference that took place on 27-28 November
 - Can be found on the EOA's website
 - Create a profile
 - Encourage others with an interest in EO to join
 - There are now over 450+ users (with 1000+ connections)
 - Ask questions - By region, role and sector or general EO questions
 - Contact Harvey Fremlin your Membership Council representative via the EO Hub

- The EOA Membership Council
 - 14 representatives from EOA businesses and supporter organisations (various sizes & types)
 - Assisting the EOA in developing the member proposition
 - 1 member from the South West network - Harvey Fremlin, The National Self Build & Renovation Centre
 - Contact details can be found on EOA's website

- EO Day 29th June
 - Tell us 'Your Story'
 - Make it EO week if you so desire!

- EOA Events
 - Feedback on **International Women's Day** – 8 March, The British Library. Over 130 attending a high profile and well received event
 - **Robert Oakeshott Lecture** – 11 April, Cass Business School
 - **EO Day** – 29 June
 - **Q2 Regional Network meetings** – June dates tbc
 - **EOA Annual Conference** – 19 & 20 November, Birmingham

If you would like to host an EOA event please get in touch

- **Presentation: Letting go and enabling others to step up' - Chris Budd, Tom Morris and Adrian Kidd (Ovation Finance)**
 - Chris and his team gave an engaging, open and transparent insight into the journey of Ovation Finance as the business prepares to become employee owned. As founder and owner, Chris outlined the challenges and rewards of letting go of the business and enabling others to step up. Key points included:
 - The importance of knowing that someone else has got a clear grasp of the rope if you are letting go. (refer to attached slide)
 - Creating a clear and inspiring 'flag in the ground' – vision
 - Knowing how and when employees will take ownership
 - Allow others to make mistakes and learn from them
 - Owners need to have something to move to – to be pulled, not pushed
 - From the perspective of someone who has been inspired and enabled to 'step up' Tom highlighted:
 - The importance of clear communication at each stage from the owner
 - The Owner needs to be available and open to questions, often repeated
 - Transparency is key

- Spotting those in the business who 'get it' and are keen – work with them and encourage them
- Give space and trust others to make decisions
- A wide-ranging q&a session followed.

- **Host Presentation;** accompanying slide from Chris Budd.
- **Speed Networking:**
 - A high energy and high-volume session identifying EO topics and issues members were focusing on
 - These included, how to reward employees, the role of new 'owners', sharing of information, education & training, leading and management of transition, shared values

Date of next meeting; tbc - offers of venues and presentations/involvement in future network meetings very much welcomed!