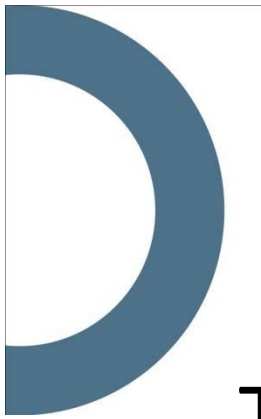


Welcome!

Agenda

- EOA Update
- Engaging Everyone in Ownership
- Mental Health and Wellbeing in the Workplace
- Open Space



EOA Update

The Ownership Dividend

Scotland for EO

EOA Annual Conference

EOA 40

EO Hub Forum discussions

The Ownership Dividend

The Findings...

- More Engaged Employees
- Improving UK Productivity
- Resilient Regional Economies

The Recommendations...

- Invest in ownership capacity building that echoes Scotland's successful scheme
- Create a National Strategy for Business Ownership
- UK regions creating trailblazing pilot projects focussed on resilience and succession





Scotland for EO

- Launched by Scotland First Minister
- Increase EOBs from 100 to 500 by 2030
- Scottish Government financial support
- Collaboration between ILG, Co-operative Development Scotland & the EOA

EOA Conference 2018

29 Breakout Sessions

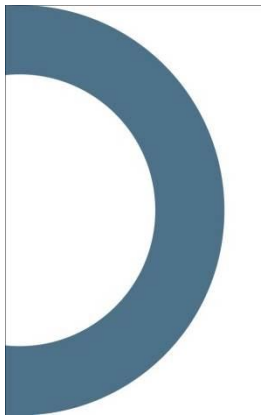
- inc 2 New Strategy Workshops on forming a Business Plan & forming your Communications Plan

5 Facilitated Networking sessions

5 Best in Class stories from UK EO Award winners 2017

4 Keynote Speakers;

- Andy Street, former MD of John Lewis & now Mayor of the West Midlands
- Chris McDermott, MD of Cambridge Weight Plan
- Alastair Sawday, Founder of Sawdays
- Deb Oxley, Chief Exe of the EOA



EOA 40

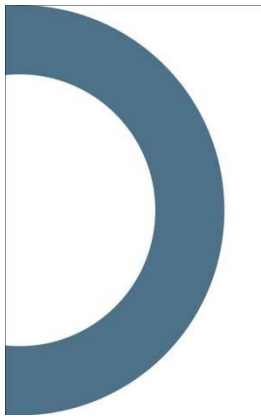
- Founded in 1979 by Robert Oakeshott
- Now the UK's leading organisation for employee ownership
- 350 + members
- 2019 – a year of acknowledgement, celebration and profiling

EO Hub

Get involved and be informed...

- Showing deferred consideration on the balance sheet
- Guiding principles for Directors / the Founder's vision
- The role of the Trust
- The role of elected representatives

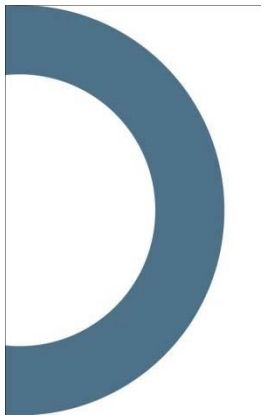
eohub.employeownership.co.uk



Engagement in Ownership

What do we mean by
Employee Engagement?

*Motivation and commitment to
positively contribute to the
company's vision and purpose*



How does engagement differ in an
EO company?

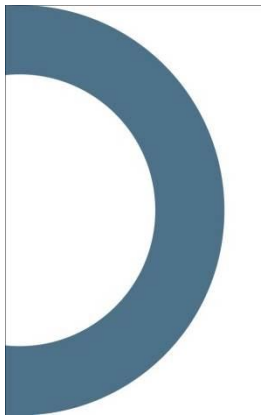
- Would expect Employee Engagement to be higher in EO coy (The Ownership Dividend)
- Higher productivity/ lower levels of absence/ lower staff turnover

Employees Engaged in Ownership;

- Share information with colleagues
- Ensure they understand information they are given (including financials!)
- Provide input when requested and put forward ideas for improvement

Employees Engaged in Ownership;

- Consider the bigger picture
- Are happy to assume additional responsibility
- Will do tasks outwith their job description
- Are proactive in terms of learning and development

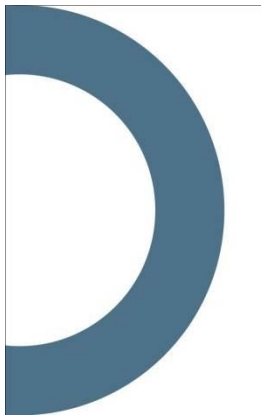


Employee Engagement

Extrinsic v Intrinsic Motivators

Intrinsic Motivators

- Autonomy – I control
- Mastery – I improve
- Purpose – I make a difference
- Progress - I achieve
- Social interaction – I connect with others
- Authenticity – I can be myself



Intrinsic Motivators

Figure out how people in the organisation are intrinsically motivated and change the organisation in such a way that their needs are satisfied

Alive at Work – Daniel Cable

- We're designed to explore, experiment and learn
- “Seeking system” shuts down
- Need freedom within a framework
- Need to recognize the uniqueness of everyone

Alive at Work (con)

- Greater performance and retention when people able to talk about their best selves
- Job titles to describe unique values, identities and talents – human beings not job holders
- Need safe zone for practising, playing and failing
- Chance to be curious and try new things

Alive at Work (con)

- Humble leadership – encourages learning mindset in others
- “How can I help you do better work?”
- Engage with people’s sense of meaning and intrinsic desire for self expression
- Help employees experience the impact of their work

Reflection

- What can you do to increase your own level of engagement at work?
- What can you do to increase your colleagues' engagement levels?

Open Space

- *What do you want to discuss?*
- *2 x 15 min sessions*

Closing Remarks

- Next Event – Thursday 13th December
 - Scottish Enterprise, Edinburgh