

Welcome to

Employee Ownership Association Annual Conference 2017

Where employee ownership meets

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Advice Investment Growth

Welcome to: how do I behave for successful engagement in my employee owned business? **(Workshop)**

Facilitated by: Jamie Pyper & Lasy Lawless



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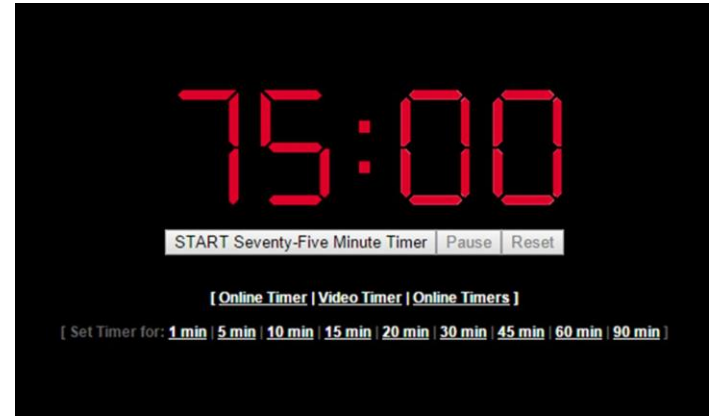
Who are we?

- Jamie Pyper
- Lasy Lawless



- We specialise in Employee Engagement and Culture Change

BE INVOLVED, BE INFORMED, BE INSPIRED

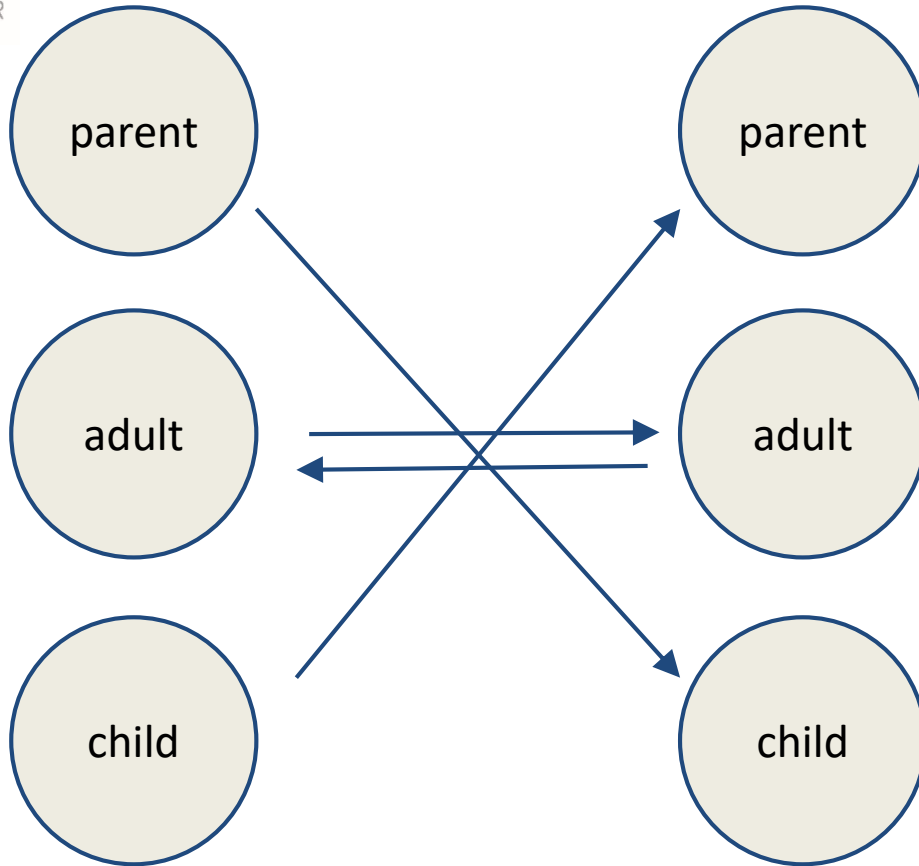


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Our focus today

- What are my behaviours? What might I want to change?
- Adult to adult communication
- Leadership and building trust
- Company behaviours
- Actions that you can implement

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How often do I...

- Invite input on **key** decisions
- **Actively** seek to understand what works for my teams / colleagues
- Recognise and celebrate the contributions of **others**
- Communicate in an **adult to adult** way
- Admit when **I** make mistakes or don't know something
- **Invite** feedback about myself
- Offer feedback that is challenging but also **respectful**
- ...

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Heroic Leadership



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Host Leadership



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Lencioni – High Functioning Teams



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TRUST

- Say “I don’t know”
- Admit when you make mistakes
- Ask for help when you need it
- Talk about your fears

Assess Your Company



Patrick Lencioni's Triangle

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Your Company Behaviours?

- Inclusive of the team when
 - Defining the company's targets
 - Agreeing your values
 - Setting the strategic goals
 - Deciding on structure/hierarchy
- Rewards agreed by non SMT members
- People choose their own mentor/manager
- Employees are involved in succession planning
- Transparency re company finances
- Forums are available to discuss issues / challenges
- Projects can be initiated by anyone
- The team elects the trustees
- Most trustees are non SMT
- Guest chairs at board meetings
- ...

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Thank you. Enjoy the rest of the
conference

Please make your way to the Kings
Suite for lunch

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