



North

Host: RSM, Liverpool

Date: 14/03/2018

Facilitator: Trevor Lincoln, The Employee Engagement People

Meeting Notes

Employee Engagement – see accompanying presentation and handout

RSM presentation on HR & Tax – see accompanying presentation

Open Space segment where a broad selection of issues were discussed:

The EO Hub:

- Encourage people to sign up to the EO Hub while having the lunch break of the network meetings
- Take one of the Forum discussions and have a segment of the meeting where this topic can be discussed further – add in to the meeting agenda
- Add the EO Hub into the event registration email
- Prior to the meeting, add the agenda in the Forum
- Attendees from meeting should share the EO Hub with colleagues in their businesses in order to learn from others
- Set aside time each week to check into the EO Hub and make it a habit
- Connect with those who you met at EOA events

How to get leadership buy-in

- There needs to be a clear understanding of ‘what does employee ownership mean for me?’
- Length of service – succession? – Changing the thought process
- Personalising EO for middle managers
- Impact of not being an involved manager
- What do middle managers see as important? What do they worry about?
- Interventions – surveys may result in low scores which require action
- Support to correct / change where interventions are needed
- Have open conversations – healthy conflict is good.

How to make EO matter

- Co-management – different forms of shareholder meetings
- Transparent management

- Participate in decision making
- Job stability is important
- Shareholders, management and CEO accountability - shareholders don't manage the business, but the board and the management are responsible to the shareholder – co-ownership is not co-management.

Improving Communications

- 'Make it Fun'
- Performance reporting from leaders
- Teaching employees the financials in an appropriate way
- Have teaching sessions such as 'what does an employee owner look like'
- How is the business doing sessions – performance presentations from MD
- Communications should come from the leaders
- Colourful presentations are better received
- Use social media / google community / Microsoft Yammer
- Include social events

The date of the next meeting is 20 June 2018 at Tangerine Towers, Giant's Basin, Potato Wharf, Castlefield, M3 4NB. You can book your place now on the EOA Events webpage, or via the EO Hub.