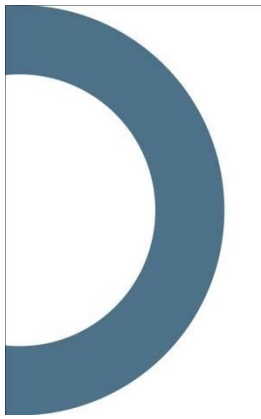


Today's Event

- EOA Update
- Bright Ascension – Q & A Session
- Building a Strong Ownership Culture
- EO Day - Tell Your Story



EOA Update

EO Day

The Ownership Dividend

EOA Annual Conference

UK EO Awards 2018

Year One of the Membership Council

What's been happening in the last quarter...

- High profile media coverage – The Guardian, Evening Standard
- New Trustee members – Remploy, Cambridge Weight Plan & Provide
- Celebrating International Women's Day with Unity Trust Bank
- Gender Pay Gap workshops with Fieldfisher
- Presented at the NCEO Annual Conference in the US
- Sit on DCMS Mutuals Advisory Group and delivered recent contract phase into peer networking
- Supporting employee ownership to develop in Scotland
- Robert Oakeshott Lecture with Dame Steve Shirley
- Summer Dinner with guest speaker Sir Vince Cable

EO Day 2018 – EOA activities

EO Day Digital Pack

<http://employeeownership.co.uk/events/eo-day/8542-2/>

EO Day Welcome
Video

EO Day Physical Pack
inc EO Day Badges & A3 wipe
boards

The Built
Environment Event;
Arup, 27 June 3.45 to 7.00

Investment Association
Conference; 28 June

The Ownership Dividend event;
IOD, London 27 June

The Ownership Dividend

- Most comprehensive evidence gathered about the EO sector
- 7 hearings & online survey generate 101 responses/1200 pages of transcript evidence
- Panel of 23 business organisations, independent Chair & academic rigour by Cass & Manchester Business Schools
- Launch the Ownership Dividend report June in London – targeting MPs, advisors, officials, business groups, think tanks
- National Engagement and regional/sectoral roll out to follow – use results & recommendations to mainstream EO

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

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

UK EO Awards 2018

Awards categories;

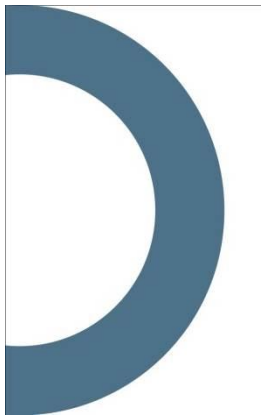
- Employee Owned Business of the Year
- Employee Owner of the Year
- Rising Star of the Year
- The Phillip Baxendale Award
- Public Service Mutual of the Year
- Employee Ownership Culture Award

Apply on the online portal via EOA webpage, closes on 24 July!!!

#EOANetworks

Year One of the Membership Council

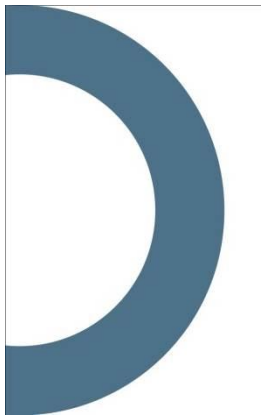
- Developed, trialled and launched the EO Hub
- Content for EOA Day 2018
- Content for EOA Annual Conference 2017 & 2018
- Ambassadors for employee ownership to the EO curious
- Shared EO experiences with other EO businesses
- Sounding board for activities and overall EOA Strategy



Bright Ascension

Mark McCrum
Technical Director

Building a Strong Ownership Culture



What do we mean by a Strong Ownership Culture?



Sharing of:

- Information
- Power
- Rewards (& risks!)



Information

- What information is shared within your company?
- How often is it shared?
- Is it understood?

- Should there be total transparency e.g. salaries?
- Employee owners need to be financially & business literate – no point in sharing info that's not understood



Power

- How does decision making happen?
- How do employees have influence?
- What do employees have influence over?

- *“Power to participate in decision making holds the key to motivation” – Ricardo Semler*
- Directive v Participatory Decision Making
- Empowerment

Rewards & Risks

- How are rewards shared?
- How do you celebrate success?
- What happens when the company isn't doing so well?

- Make rewards small and continuous
- Reward peers
- Reward behaviour

Other Points:

- Importance of shared purpose and values
- Rights and responsibilities of ownership
- Don't need to be employee owned to have a strong ownership culture

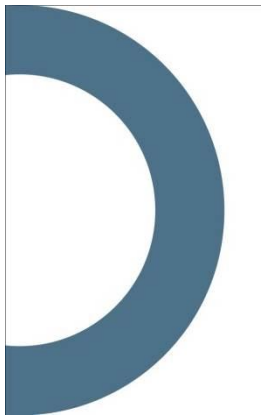
Case Studies

- W L Gore & Associates
- Morning Star
- Buurtzorg



W L Gore & Associates

- Small Teams – shared ownership and accountability
- People trusted to do the right thing
- Leadership is fluid
- Help people find their sweet spot



Morning Star

- Personal mission statement
- Colleague Letter of Understanding
- Peer Appraisal
- Freedom and responsibility
- Anyone can issue a purchase order

Buurtzorg

- Small self-managing teams
- Decision making – no principled objection
- Regional coaches
- Small Head Office

STAR Culture

- **Self-managing** with opportunities for **Self-development**
- **Transparency** and **Trust**
- **Authenticity** and **Accountability**
- **Recognition** and **Rewards**

Open Space

Building a Stronger Ownership Culture

Resources

- [Reinventing Organisations](#) –
Frederic Laloux
- [A Stake in the Outcome](#) –
Jack Stack
- [Corporate Rebels](#) newsletter

Action

- What could you experiment with in your company?

EO Day

- What have you done in the past to raise awareness of employee ownership?
- How do you plan to “tell your story” to celebrate EO Day this year?

Tell Your Story

- When and why did you become employee owned?
- How are you structured?
- What difference has this made?