

# REPRESENTING AND DEVELOPING EMPLOYEE VOICE IN YOUR EO BUSINESS

## COURSE OVERVIEW

**Representing the views and best interests of employee owners is key to developing an effective employee ownership culture.**

By listening to and acting upon employee voice, you help to build a more engaged and resilient workforce who are empowered to be part of the solution to whatever opportunities or challenges the organisation might be facing.

This course will support you to develop or support a framework to represent employee voice in your business.

Whether you sit on an employee forum, council, or voice group, or have any responsibility for representing employee voice in your role, this course aims to help you to articulate and understand:

- the meaning and importance of 'voice' in an employee-owned business
- the skills, knowledge and behaviours needed for employee voice representatives to be successful in role
- best practice approaches from other organisations, as well as tools and techniques to develop and amplify employee voice
- the barriers that can exist in representing voice and explore ideas about how to overcome these
- how an employee forum, voice forum or council represents employee voice, including what could be on a typical agenda and where questions raised could go
- how employee voice representatives communicate and engage employee owners and best practice around this
- how to adopt a 'Plan-Do-Review' framework to ensure continuous development of self and employee voice within their organisation

## WHO SHOULD ATTEND THIS COURSE?

- Representatives who sit on an employee forum, council, or voice group
- Employee owners with employee engagement, employee voice or employee communications within their role remit
- Those with an interest in the use of employee voice in their organisation

## COURSE INFORMATION

**Duration:** The course runs over two half days from 9am-1.15pm

**Delivery:** Virtual, via Zoom

**Style:** An interactive online workshop setting to allow delegates to engage with and explore key learning together in an energetic and focused way, whilst highlighting and sharing best practice.

**Cost:** £300 + VAT per person (members) £400 +VAT (non-members)

## COURSE DIRECTOR - HELEN MORETON

Helen has been an active part of the employee-owned (EO) Sector for over twenty years in an operational and non-executive capacity. She spent 18 years at John Lewis Partnership in a variety of independent and strategic roles, which is where Helen grew a genuine passion for the difference that ownership can make to an individual and an organisation.

Helen, who now has her own business, Boombox Consulting, and is also an experienced Learning and Development Professional, qualified as a Master Coach and NLP Practitioner, works with many EO organisations in a chairing, coaching, advisory, and developmental capacity, including Riverford Organic Farmers and Go Ape as Chair of their Co-owner Councils. She also holds Independent Trustee positions at Lush, Architype and Espace, as well as Go Ape and Turley where she is Chair of their Trust Boards.

Helen offers an independent and external voice, and has many years of experience and best practice in employee voice development across multiple organisations and sectors.

## ABOUT THE EOA

The EOA (Employee Ownership Association) is the 'go-to' place to develop good employee ownership. A 550+ corporate membership association, it supports businesses of all sizes and from all sectors to become employee owned and then to develop and thrive as employee-owned organisations. The EOA gathers insight, publishes evidence, and leads the representation of the sector as it influences stakeholders to deliver on its purpose to unlock the potential of individuals, businesses, and the economy through employee ownership.

## HOW TO BOOK

Use the booking form on [employeeownership.co.uk/eolearn/employeevoice](https://employeeownership.co.uk/eolearn/employeevoice)

Email [eolearn@employeeownership](mailto:eolearn@employeeownership) or call (01482) 667122