



## **Minutes of the South West EOA Meeting**

**Mon 29<sup>th</sup> February 2016**

**Held at Aardman Animations, Bristol**

### Welcome

- David Sproxtton of Aardman Animation welcomed the group and handed over to Oliver Smith of the EOA.
- Oliver ran through a brief update on the EOA for 2016 and mentioned that now the team have a PR company on board, please feel free to share any good news stories around Employee Ownership.
- Confirmed EO Day will be 1<sup>st</sup> July 2016
- EOA Conference will be held on 21/22 November in Birmingham.

### Introduction

- Will Read of J Gadd Associates introduced himself as the new facilitator for the SW EOA and ran through the agenda for the day. He then welcomed Julia Clarke, CEO of Bristol Community Health CIC as a guest speaker.

### Julia Clarke

- Julia talked through the journey they'd been on, explaining that they are a social enterprise which is 100% staff owned and started as a spinout from the NHS in 2007. She detailed how they have evolved their business plan, taking account of the fact that their main audience for the plan is their staff and that the business plan has developed on the back of listening to the feedback from their team. She mentioned initiatives such as 'Talk Back' which is a way of listening to the staff, and 'Shape our Future' which encourages ideas to be heard. They have also introduced a staff survey.
- Julia took the opportunity to pose a question about how to encourage a culture of innovation in an employee owned business and responded to questions from the audience.

Will Read then introduced our 2<sup>nd</sup> guest, Tim Broomfield of PB Designs.

## Tim Broomfield

- Tim talked through the background and history of PB Designs and how it came to transition into employee ownership. He explained that they have just set up their first representative body and are about to embark on their first meetings. He mentioned that creating a 'storyline' really helps to explain the background to the journey the business has been on ([www.story-well.co.uk/articles](http://www.story-well.co.uk/articles)).

Will then requested that the audience offered up 3 subject areas to create discussion groups and the room divided into groups to discuss the following headings;

- Comparing and contrasting Direct Share Ownership vs a Trust model
- When do you start communicating when transitioning to employee ownership?
- How do you manage those individuals who are not fully engaged?

## Conclusion

- After some lively discussion, the groups reconvened. Will explained that going forward, the format of the meetings will continue to run this way, so it will be important to plan ahead for our next meeting and for all to consider where the meeting will be held, do we require any guest speakers and if so who, and what discussion topics you would like to be included for the final session.

## Action Points

- Oliver to confirm date for next meeting
- Who will host the next meeting – volunteer hosts welcome
- Which guest speakers would we like to invite – volunteer speakers welcome
- What topics would we like to put forward for debate at the next meeting

## Contact Details

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