

Welcome to

Employee Ownership Association Annual Conference 2017

Where employee ownership meets

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Welcome to

Influencing Decision Making in Leadership

Facilitated by Mark Jenkins - Coverdale

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Influencing Leadership in Decision Making

Purposes of this workshop:

- To explore, based on our experiences, how this varies from non-employee owned businesses, and;
- To discuss what this means for those in leadership positions, and those who have a stake as employee owners, in order to
- Draw conclusions and develop some guidelines to support effective decision making in your organisations.

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Workshop Agenda

- Introductions & whys'.
- Decision making styles (or choices).
- Sharing experiences in small groups and capturing typical patterns
- Share out...
- Drawing conclusions and developing some guidelines.
- Share out...
- Personal reflection.
- Close at 14:45

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- Share with the person sat next to you **why** you decided to come to this session on influencing leadership in decision making.
- Quick share of a few “whys” from around the room.

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Decision Making Styles

Leaders (whoever they may be), have 5 broad choices in how they go about making decisions:

- Tell – the leader decides and informs / instructs the team.
- Sell – the leader decides and persuades the team that it's a good decision.
- Consult – the leader asks for input from the team and then decides.
- Share – the leader joins the team and they make the decision together.
- Delegate – the leader gives authority to others to decide, and supports the decision.

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- In groups of 4 or 5, share your experiences & examples of influencing decisions in employee owned and non-employee owned businesses; good and bad!
- What typical patterns do you see in employee owned businesses versus non-employee owned businesses? Capture these on flip charts.
- Think about the causes of these typical patterns...
- 15 minutes, and be ready to share...

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Share out...

Causes?

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In light the experiences and patterns you have just shared, draw up some guidelines to enable more effective decision making in employee owned businesses:

- Guidelines for leaders to enable more effective decision making (2 or 3 groups)
- Guidelines for employee owners to enable more effective decision making (2 or 3 groups)
- 10 minutes, and be ready to share...

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Share out...

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Personal Reflection

Based on the discussions and outputs from this workshop, what are the key messages to take away?

What can be followed up on back at work?

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Thank you. Enjoy the rest of the conference

Please make your way to the Sovereign Suite for our final key note speech from Loren Rodgers, NCEO

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