



Good Governance: The Key to Success

Making Employee Ownership Work



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Employee Ownership

- Does it work?
- Why does it work?
- How does it work?



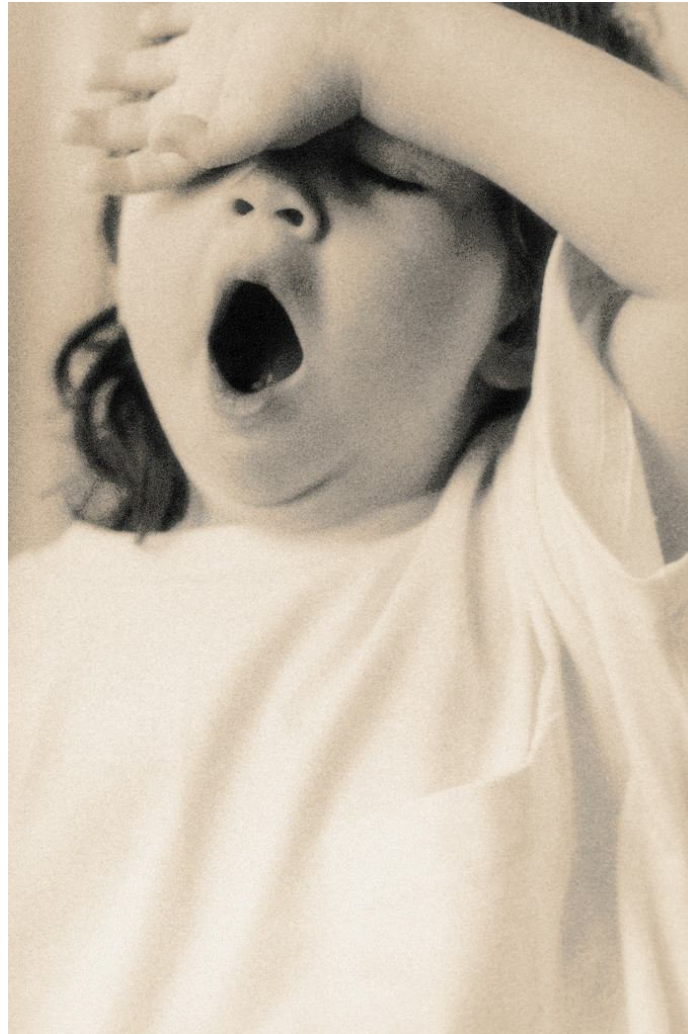
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The evidence

- More sustainably successful
- Happier employees
 - less absenteeism & higher retention
- More satisfied customers
 - increased customer loyalty
 - higher satisfaction levels
- Higher productivity
- Less wastage
- More innovation



Corporate Governance



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The difference...

Traditional Management....

Getting the best out of people

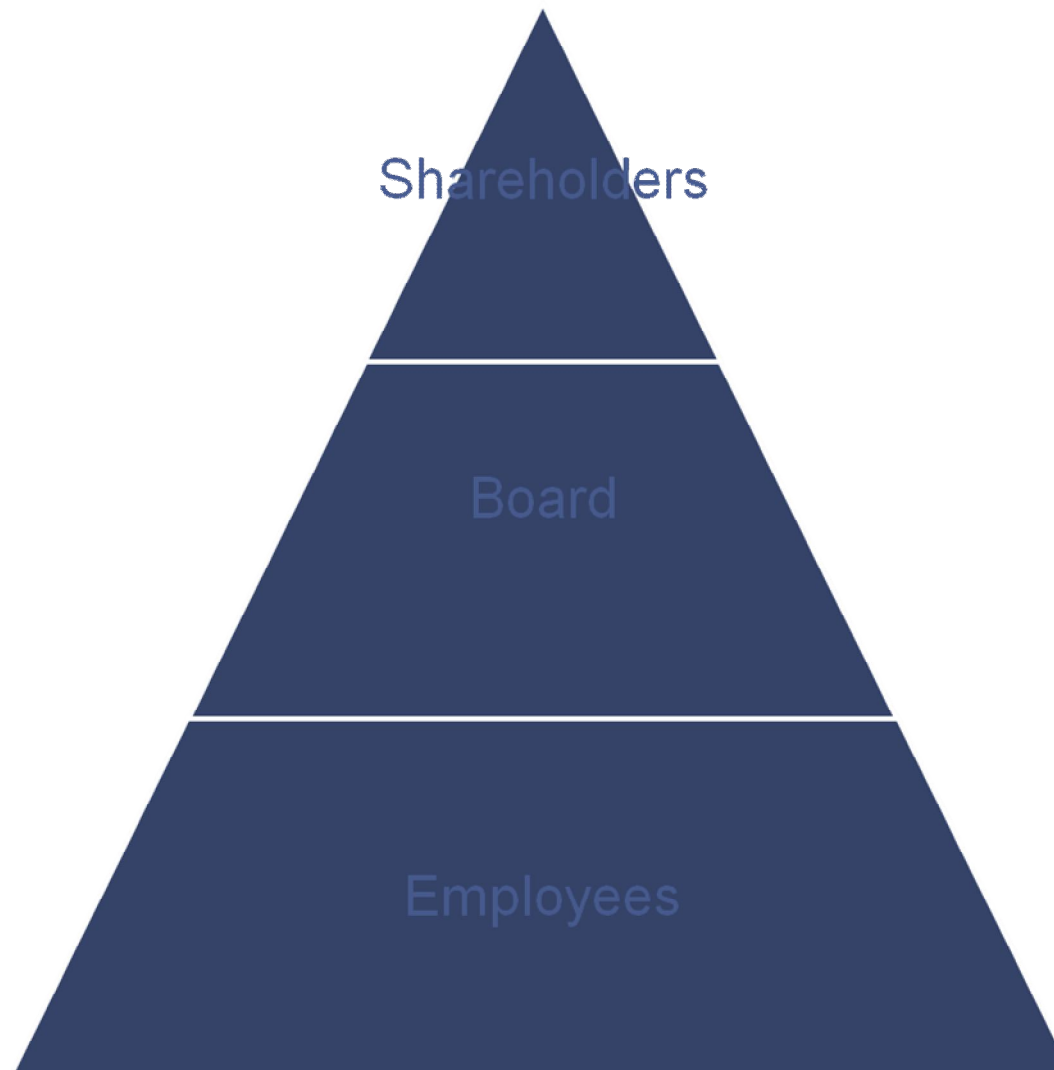
Employee Led...

Getting the best for people

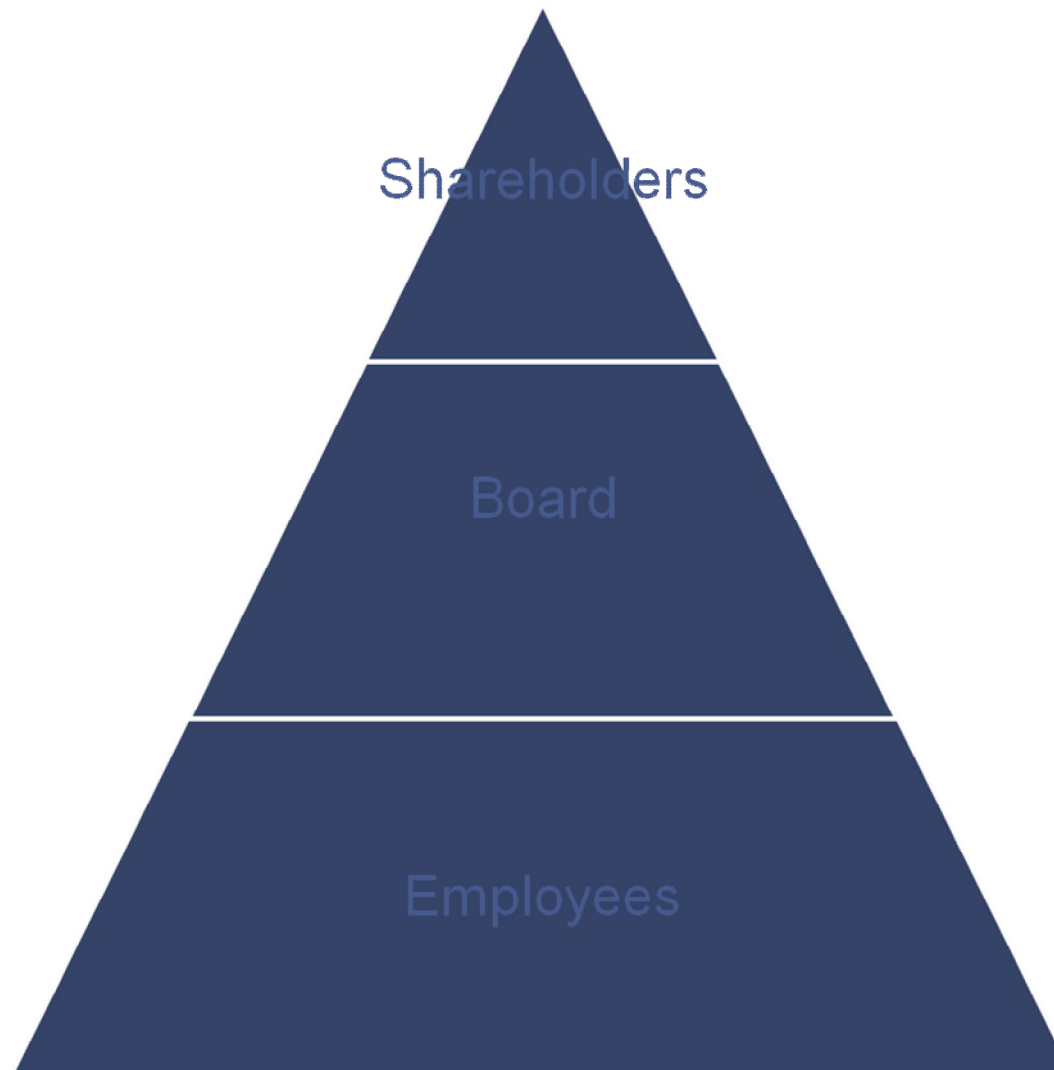


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Traditional Organisations



Traditional Organisations



Mutual Organisations..



EOA
Employee Ownership
Association

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Governance is critical

- To achieving real ownership
- To the success of the new enterprise
- No one way to do it



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Principles

- Accountability
- Voice
- Transparency
- Stability
- Value



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Considerations

- Purpose
- Functions
- Values
- Decisions & Risks
- Capacity & Capability
- Engaging Stakeholders

Governance – the key to success

