

Employee Ownership Culture

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- So, who the heck are they ?
- And what qualifies them to talk about EO Culture?

Culture...

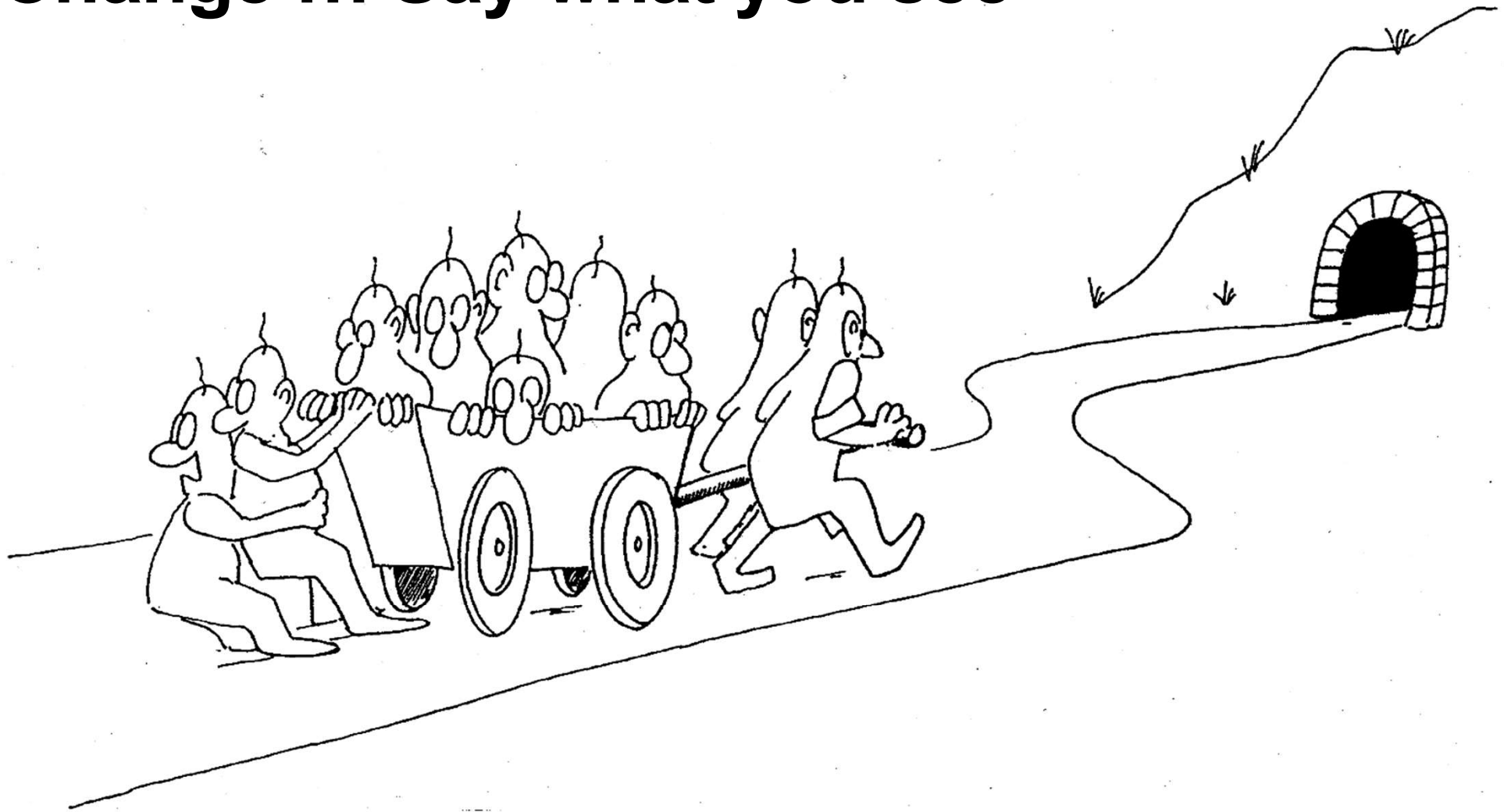
- What is Culture?
- How do we embed best practice?
- How important is Leadership?
- What are the biggest threats to culture?

Leadership in an EO business

- Only two things matter...
 - Everything you say and Everything you do!
 - What matters most?

- When your actions ring so loudly in the ears of your people, that they can't hear a word you say...

Change ... Say what you see



Grey Area Dynamics?

The bottom portion of the slide features a decorative graphic consisting of several overlapping, wavy bands in various shades of blue, creating a sense of movement and depth.

People Performance Matrix

To be fair to employee owners, you must rigorously manage people performance

People Performance Matrix

Workhorses	Stars
Deadwood	Problem Children

5E Leadership

Energy

Energise

Execute

Engage

Emotional Intelligence

EO Leadership - Educate your people!

- To be an EO business you must first be a business
- Performance management skills are critical to protect culture
- You don't just lead employees, you lead shareholders.
- You have an obligation to explain, they have the right to know, if you can't explain, its your fault
- You must train your line management in effective comms and performance management
- Your management must know their numbers and all business key issues

Thank you for your participation

Any Questions?