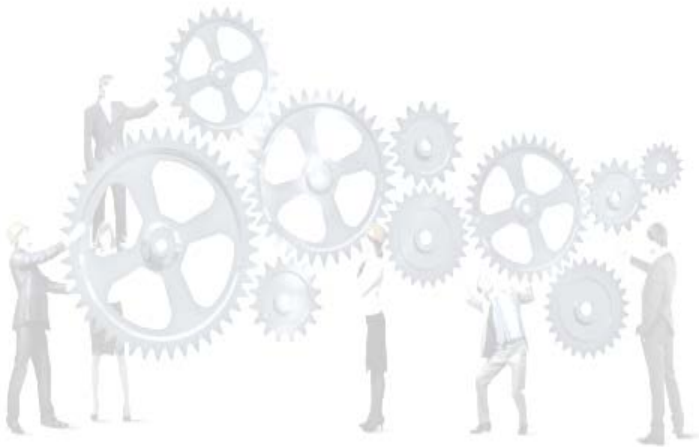


Irish Proshare Association

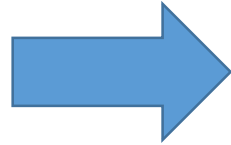
Gill Brennan, CEO IPSA

No ponies were involved in the making of this presentation.....



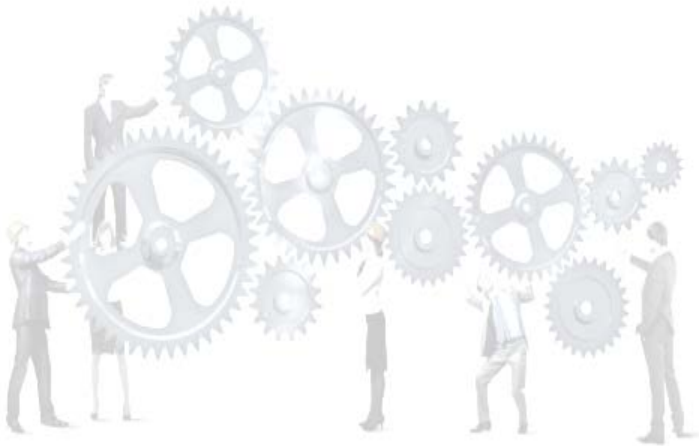
Irish Proshare Association

Key Goal



Promote
Champion
Provide Insight

Business Case for +Employee Ownership



Employee Ownership

Employee Owned companies = Co-Operatives



Employee Owned companies = Businesses owned totally or significantly by their employees

Employee Owned companies = New concept



Employee Owned companies = Around since early to mid 1800's



A little love & affection...

Employers want ... GRÁ

Growth

Retention

Attraction

Absenteeism: reduced

Employees want ... RHRR (?)

Recognition

Heard

Rewarded

Results



Employee Ownership Model

Emplc

Grow

Reter

Attrac

Abse

Growth

Retention

Attraction

Absenteeism reduced

Recognition

Heard

Rewarded

Owners

RR (?)





New Model Army

2008-2009 – world economies in crisis

In UK new conversation starting concerning long term economic stability and growth

Diversification of business model = stability?

Establishment of UK Ownership Commission 2010



New Model Army

UK Ownership Commission 2010 – Recommendations

1. Greater diversification of business ownership models
2. Better corporate governance of businesses
3. Greater engagement of employees and shareholders

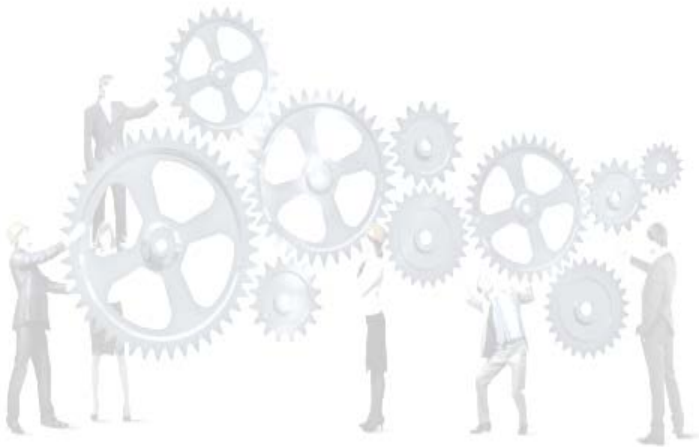
And...



New Model Army

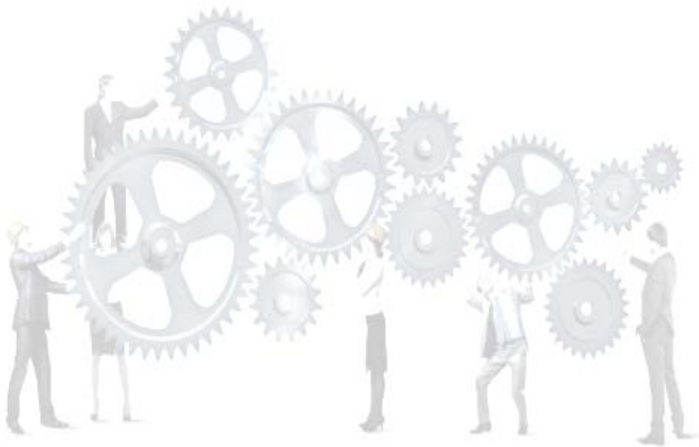
Explicitly recommended employee ownership must play a significant role in UK's economic recovery and economic structure for the future...

Because...



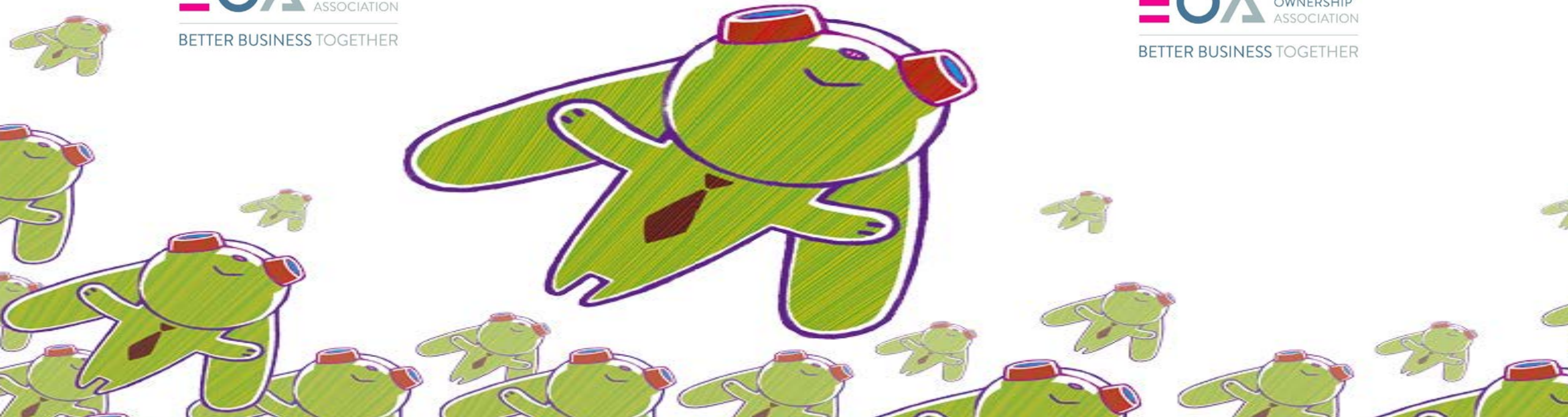
New Model Army

“ Engagement of employees, shareholders and other business stakeholders, *with* management is proven to **INCREASE** the performance and accountability of businesses.”



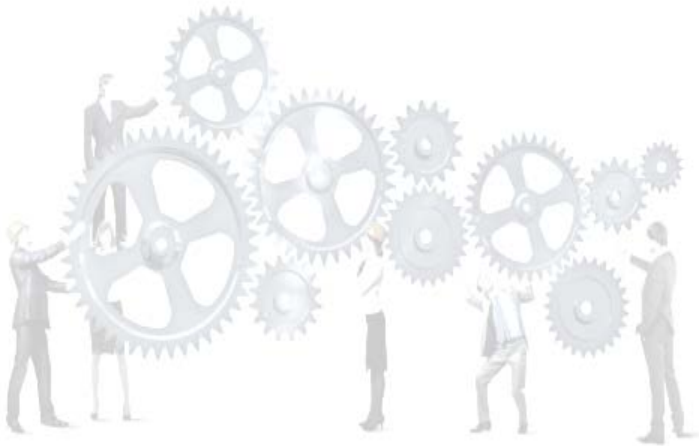
Springboard to success

IDEOLOGY → BUSINESS CASE



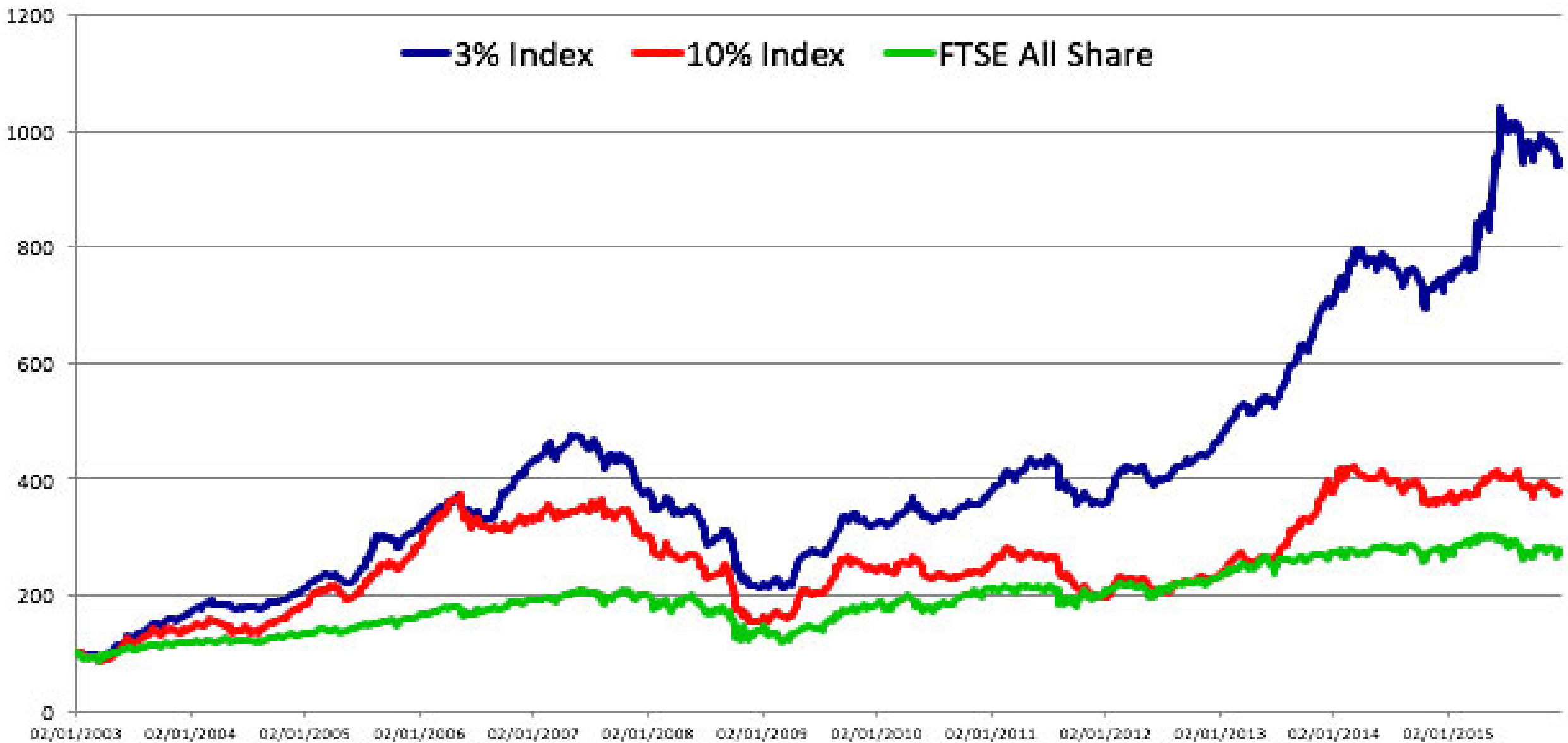
The Business Case

- 1.** Employee owned businesses achieve higher productivity and innovation and they are more profitable



UK Employee Ownership Index

2 Jan 2003 - 31 December 2015



The Business Case

- 1.** Employee owned businesses achieve higher productivity and innovation and they are more profitable
- 2.** Employee owned businesses positively and effectively address productivity deficits
- 3.** Employee owned businesses provide a sound balance against the short-termism that dominates business behaviours in most western economies

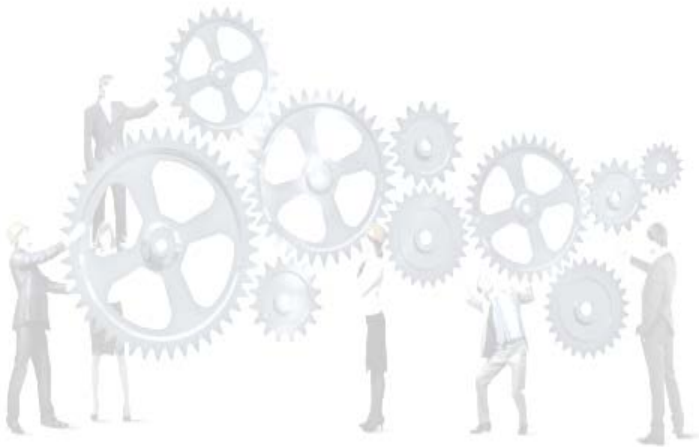
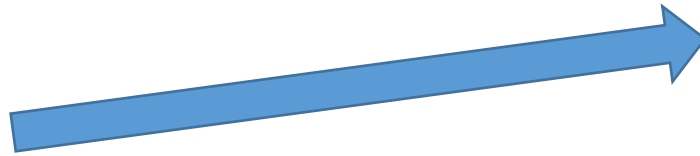


The Nuttall Report

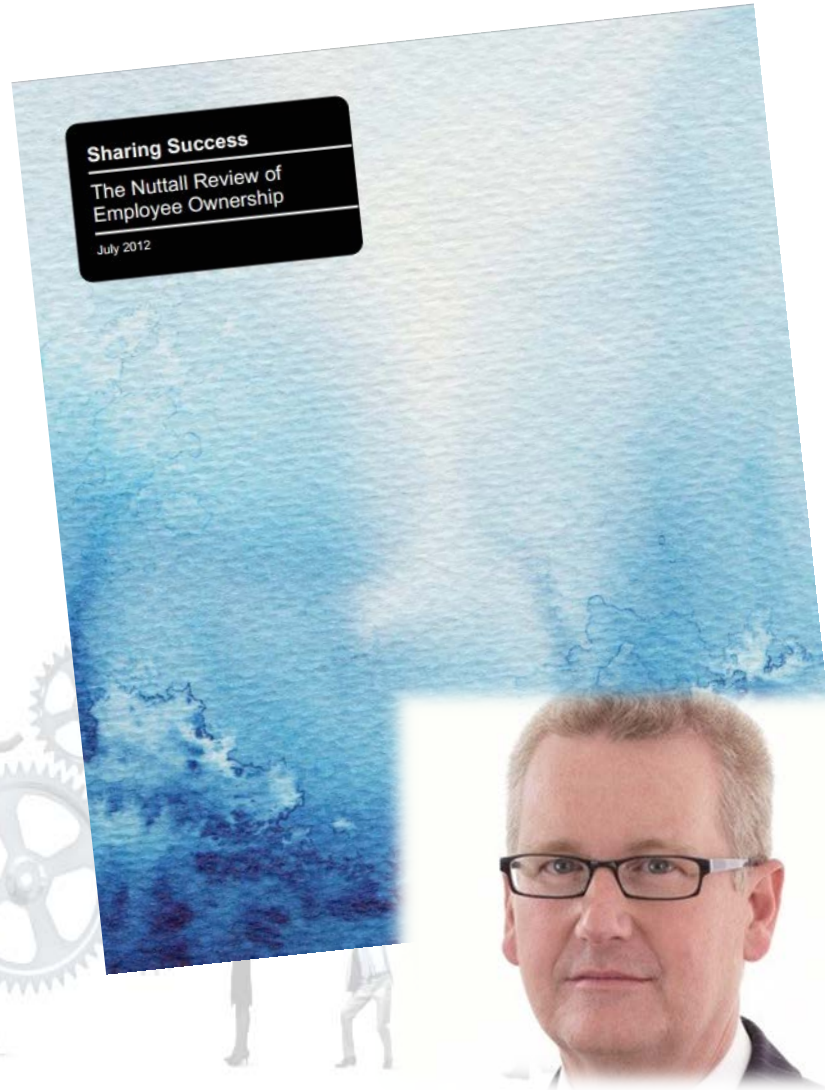
Nuttall

not

Knuttell



The Nuttall Report



Commissioned and published 2012

3 barriers to Employee Ownership in UK

3 key recommendations to dismantling the barriers and encouraging greater employee ownership

Employee Ownership in UK 2016

Employee Ownership Sector

Half way to accounting for 10% of UK GDP by 2020

Productivity in EO companies growing by 4.5% annually

Employment growing in EO firms by 3.5% annually

Top 50 EO firms growing at an annual rate of c. 20% annually





Ireland & Employee Ownership



Business Stability

Business Succession

Business Regeneration

Last Slide... promise!

Let's
Recap

Employee Ownership works

UK EOI outperformed FTSE by 10% yr on yr since 1992

EO firms have a competitive advantage over non-EO firms

EO is a benefit, a reward, recognition

Take the leap!



Thank you all!

