

## Case Study 7.2

### The Essentials of an Ownership Culture

Research shows that employee ownership is a powerful tool to improve corporate performance but only when paired with what the National Center for Employee Ownership (NCEO) call an 'ownership culture'. To unleash the benefits of employee ownership six essential 'rules' should be followed:

1. Provide a financially meaningful ownership stake, enough to be an important part of employee financial security.
2. Provide ownership education that teaches people how the company makes money and their role in making that happen.
3. Share performance data about how the company is doing overall and how each work group contributes to that performance.
4. Train people in business literacy so they understand the numbers the company shares.
5. Share profits through bonuses, profit sharing or other tools.
6. Build employee involvement not just by allowing employees to contribute ideas and information but making that part of their everyday work organization through teams, feedback opportunities, devolution of authority, and other structures.

Source: <http://www.nceo.org/main/article.php/id/27/>

