

Group Exercise

Topic

Action Planning – A roadmap for Democratic Enterprises

Aim

This seminar exercise explores the current status of co-operative and employee-owned enterprises in a local, regional and national context and seeks to derive action plans that will help the sectors to grow and develop.

Pedagogy

This exercise is a group- based action planning exercise that places the learner in control of the scenario. This exercise is rounded out with a class wide discussion on the results of the exercise and on the wider topic of enterprise development.

Learning Outcomes

1. Assess a situation using logic and reason.
2. Construct an action plan to achieve a defined goal.
3. Participate effectively in a group through analysis and debating of the problem.

Time & Materials

Time:

Approximately 30-50 minutes depending on how in depth the facilitator wishes the discussion to be.

Materials:

- Markers and flipchart paper for each group.
- Post-it notes.

Scenario

Democratic enterprises have been proven to more equitable, sustainable, socially-beneficial enterprises than conventional models, as well as performing (in economic terms) at least as well as these companies. Why then, are there so few democratic enterprises in our economy? To answer this question, the factors that can contribute to this sector's development need to be explored under three broad headings:

1. Social
2. Economic



3. Political

By identifying and analysing these factors, it is possible to develop a roadmap for developing the sector.

Conducting the Exercise

1. Divide the students into a number of groups depending on class size. It is not important how many members there are in each group but try to keep them evenly spread. Make sure each group has enough flipchart paper, markers and post-it notes.
2. Explain the scenario and assign a topic to each group.
3. Ask each group to identify key factors and actors related to each topic. Give the participants around 10 minutes to do this.
4. Now it is time for the action planning segment of the exercise: ask each group to develop a set of actions that each actor could take to contribute to the development of democratic enterprises.
5. Get each group to present their findings to the class as a whole and conduct the discussion element of the exercise.

Discussion notes

Ask the participants to consider the feasibility and validity of each group's plans. What are the barriers to achieving these plans?

