

## **EMPLOYEE OWNERSHIP EDUCATION & FORMATION PROJECT** **REPORT ON SEMINAR IN BILBAO 7-14 SEPTEMBRE 2003**

We're just back from a one week seminar in Bilbao (Spain) which took place from 7 to 14 September about employee ownership education and formation projects. The seminar exact title was :

### **“Transatlantic Meeting to Explore a Participative Management Curriculum Delivered by a Multinational Faculty via an International Network of Universities Locally to Management Students and Managers of Employee Owned”**

The seminar was organized by the Capital Ownership Group (COG), Ohio, USA. Half of the participants were North-Americans, the other part Europeans, nearly all of them were EFES members (see the list below). It was in the continuation of the workshop about training organized in November 2002 at the Fourth European Meeting of Employee Ownership in Bilbao.

The seminar's objective was to discuss about an international Master of Business Administration for future employee-owned companies (ESOP, Co-ops, Sociedades Laborales...) managers.

We have started with a debate about the goals of such a program. What particular skills does a participative manager has to detain ? What is the target group of the training ? This second question has occupied us during all the seminar. Some of the participants preferred build a training dedicated to existing managers who want to make a new start in their career, others would prefer a training accessible to all students.

The second part of the seminar were presentations of existing programs developed by the participants.

Different round tables took place after to analyse the participant's wishes about the project to build.

### **Summary of main presentations**

#### **Deborah Olson Capital Ownership Group, Michigan**

COG is a coalition of research workers and experts with a general mission of distributive economy promotion. For Deborah, an international training in participative management has to integrate a global strategy to “repair” negative aspects of globalisation (*fix globalisation*). Worker's participation to companies capital and management would be the key for this ambition.

#### **Cheryl Crowe, Crocus Investment Fund, Manitoba, Canada :**

Crocus Fund is a investment fund with 178 M C\$ of net asset. Individual investors enjoy a 30 % fiscal exemption on the Fund's dividends. The Fund invest mainly in Manitoba SMEs. 25 % of Crocus investments concern employee-owned companies. The Fund has also a mission of corporate social responsibility promotion. Every company which ask the Fund to invest has to proceed a social audit in which the company policies about environment and jobs quality are analysed. In partnership with Manitoba University, Crocus Fun has recently developed a Master training program named “Certificate program in participative management”. This 200 hours training is dedicated to existing managers who want to develop a participative management program in their company.

#### **Ryszard Stocki, Jagiellonian University, Cracovie, Pologne**

Ryszard Stocki has developed at Jagiellonian Psychology Institute a license training in employee-ownership and participative management. This program has been very successful and has obtained a Leonardo project (sending of students in Western Europe employee-owned companies) financed by the European Commission. The training is based on simulation of participative companies projects.

#### **Fred Freundlich, Mondragon University, Mikel Lezamiz, Otalora (Mondragon MCC) et Igor Cazalda, MIK (Business Management Center de Mondragon MCC)**

Educative programs have been developed at the very beginning of Mondragon in 1955. Mondragon's University has actually 3900 students and dispenses training in mechanical and technical engineering and in participative management.

Otalora is the social promotion intern school of Mondragon. 1000 workers-students follow trainings during a part of their working time. Training are paid by the Mondragon co-ops which intend that a part of their workers improve in different matters.

« Mondragon Ikerketa Kudeaketan » (MIK) is a Mondragon MCC management research centre. A 9 persons team (including 6 researchers) produces works about participative management and co-ops, often in partnership with others research units outside Spain.

**Gurli Jakobsen, LO-Skolen and Copenhagen Business School, Denmark**

LO-Skolen is a conferences and training centre specialized in training for Danish trade-unions. Gurli Jakobsen is the coordinator of a employee-ownership and participative management training program dedicated to shopstewards.

**Tom Webb, Co-operative Management Education Co-operative, Nouvelle Ecosse, Canada**

Tom Webb has developed a complete training program in co-operative management at the Halifax University (Nova Scotia, East Cost).

**Rick Schroath, Graduate School of Management, Kent State University**

Dr. Frederick « Rick » Schroath is an international professor specialized in making university business trainings. Rick says that a university training project has to identify a market where it can take place. Social status of students has to be determined before all. An international MBA has to include a partnership with a recognized faculty, an accreditation by a recognized entity (for example the AACBI) and a prestigious professor (*champion*).

Rick has also worked as a consultant for e-learning MBAs. E-learning trainings can be a-synchronic, the training is a simple Internet platform where students can download courses. This solution seems to be the weakest. It can also be synchronic, which means that all courses are dispensed live with video or audio conferences. The training can also be “blended”, including live courses and downloaded courses.

**Others participants :**

Dan Bell, Ohio Employee Ownership Center (OEOC), Kent State University, Ohio

David Ellerman, Economics Department, University of California, Riverside

Lynn Williams, retired-President, United Steelworkers of America, Worker Ownership Institute

Hugh Donnelly, Employee Ownership Scotland, Scotland

Mikel Lezamiz, Centro de Formacion Cooperativa y Empresarial, Mondragon, Spain

Marc Mathieu, European Federation of Employee Share Ownership, Belgium

David Poissonneau, European Federation of Employee Share Ownership, Belgium

Amagoia Harrondo Garai , Agrupacion de Sociedades Laborales de Euskadi (ASLE), Spain

Graham Scott, Caledonian Business School, Glasgow Caledonian University, Scotland.