



Employee Share Plans And The Benefits For SMEs

Webinar

Thursday, 2 March 2023, 11:00 GMT

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A Word From Today's Hosts

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Richard Burge

Chief Executive Officer

London Chamber of Commerce
and Industry



Professor Michael Mainelli
FCCA FCSI (Hon) FBICS

Chairman

Esop Centre - Z/Yen Group
Limited

- 11:00 – 11:02 Welcome – Richard Burge
- 11:02 – 11:07 Introduction to the Esop Centre – Michael Mainelli
- 11:07 – 11:25 Panel Discussion
- 11:25 – 11:45 Q&A

- The Employee Share Ownership (Esop) Centre is a non-profit subscription based organisation which draws from over 30 years of experience to inform, lobby and research in the interest of developing all forms of broad-based employee share ownership plans in the UK and Europe. The Centre works with governments, the European Commission, businesses and employee organisations to build widespread support for employee share ownership and spread the wages of capital.
- The Centre is among the foremost advocates for wider and deeper employee share ownership. At the heart of this mission is a commitment to support the successful delivery of share plans that meet core company objectives.
- The Centre is an employee equity network that encompasses secretarial, finance, and HR professionals drawn from established FTSE 250 constituents, AIM, and other smaller companies and private businesses. Members include listed and private companies operating, developing or interested in establishing employee share plans, as well as professional experts providing share plan services covering accountancy, administration, design, law and trusteeship. The Centre's regular conferences, seminars and lobbying activities provide the ideal space for industry leaders wanting to communicate their needs to government and network with their peers.
- Resources include **Esop Centre website & newspad** at <https://esopcentre.com/esop-newspad-index-page/> and **FS Club Bulletins** <https://fsclub.zyen.com/#Subscribe>



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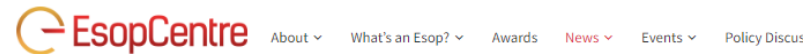


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Esop Centre website & newspad



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newspad

Please send all press releases, company bulletins and news items for *newspad* to esop@esopcentre.com. Thank you.

February 2023

INTRODUCTION

- President's column

EVENTS

- British Isles Share Plans Symposium – March 30 2023
- Esop Sofa – newspad review webinar February 23
- Employee share plans and the benefits for SMEs – webinar March 2

UK CORNER

- Prepare for changes to share scheme reporting in 2023
- CSOP changes effective from April this year
- Strikes cost Royal Mail £200m

COMPANIES

- How leading companies are tying executive pay to sustainability
- Drop in compensation for Morgan Stanley CEO



FS Club Bulletins



From 43,000 curated sources, you get a machine summary of the key point(s) from forward-looking articles, not just article titles:



(LF.10) Reduced Inequalities

In September 2015, 193 world leaders agreed to 17 Global Goals for Sustainable Development. If these Goals are completed, it would mean an end to extreme poverty, inequality and climate change by 2030. Goal 10: Reduce inequality within and among countries.

- If the distribution of income, assets owned, wealth, and talent were to follow CBO's projections, **income inequality** will be greater in 2030 than it was in 2010.
- **High growth** over the past decade has been based on unsustainable resource exploitation, allowing the **existing growth** in inequality and environmental cost will be critical to ensure social stability and to ensure **strong sustainable growth** in the coming decade.
- The increase in **inequality** observed in the last 20 years is a warning sign to future's social system.
- America's **globe-piercing** product is providing a key piece that will further increase **economic inequality** at a time when **income** and **wealth** gaps are already widening.
- A failure to give the **world's poorest** women control over their bodies would **increase inequality** in **developing countries** and **slow progress** towards global goals aimed at ending poverty by 2030.
- Under French leadership the G7 group of the world's largest advanced economies plus the European Union will have to stop on **fighting inequality**, including **poverty** induced by **climate change**.
- Leadership might require companies to take **proactive** and **swift** actions for **change** on **global inequality** - including **low work pay rates**, **reducing inequality** and more - could open a market opportunity of **\$1 trillion** by 2030.
- The next decade offers an opportunity to address **Africa's urban poverty** and **inequality** and shape development priorities to ensure that urbanization helps **lower** and **transform** fragile and **unsustainable** cities.
- In Africa and in the LDCs, **reducing poverty** by 2030 will require **both double-digit GDP growth** and **decade declines in inequality**, **overcoming** the scale of the **current challenges** faced.
- The **most** work-up of **ade** will be **that** will **continue** in the **coming** decade - **specifically** **reducing global inequality** among **countries** and **among** **world** **citizens**.

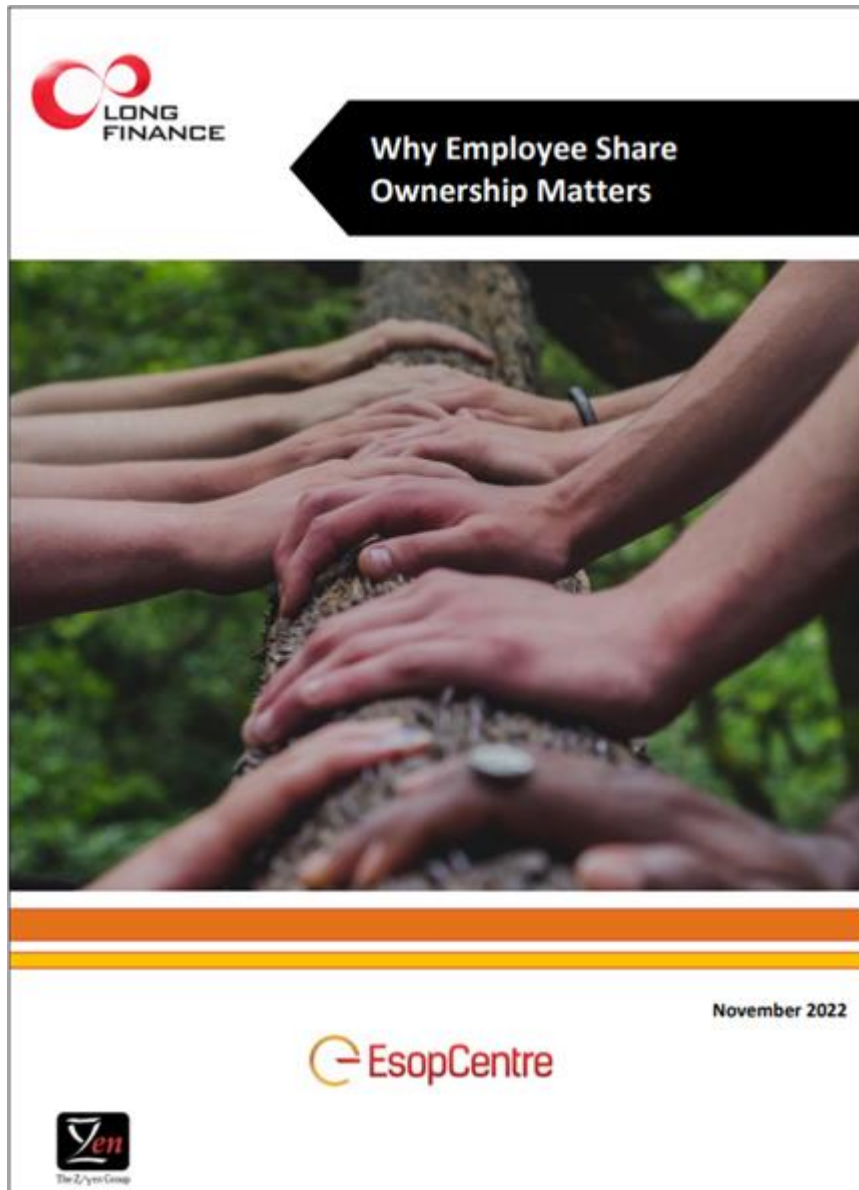
(FS.3.05) Employee Share Ownership

Considering 75 percent of the 2023 global workforce will be Millennials and Generation Z, it's critical that organizations keep a pulse on **employee engagement** and do it a way that's consistent with how the emerging generations communicate.

- **Stop** will see a **continued** emphasis on **designing** an understanding of **workplace** optimization with **designs** that **boost** office **morale** and **employee wellness** while **facilitating** a **smooth** work **transition**.
- By 2026, **Gen Z** will be the largest **single** generation in the **workforce**. **Gen Z** will be the **most** diverse **generation** in the **workforce**. **Gen Z** will be the **most** **diverse** **generation** in the **workforce**. **Gen Z** will be the **most** **diverse** **generation** in the **workforce**.
- For HR leaders looking to better **attract** the **talent** that **drive** **employee** **business** and **increase** **retention**, using AI to **provide** **insights** into **employee engagement** will be **critical**.
- By 2025, **Artificial Intelligence (AI)** will **allow** the **rate** of **innovation** in **New Zealand** to **double**. **Employee productivity** gains are expected to **increase** 1.5 times.
- **Artificial Intelligence** will **double** the **rate** of **innovation** **improvements** and **improve** **employee productivity** **gains** by 1.5 times in **New Zealand** by 2025.
- US health benefits costs per **employee** will **increase** 4.7% next year - slightly higher than inflation and less than the **double-digit** increases seen in years past.
- With a **right** labor **pool**, **small** businesses will **find** **it** easier to **hire** or **employee engagement** and **loyalty**.
- Nearly 20 percent of **respondents** also expect that **automation** will **lead** to **more** **refurbish** in their **full-time** **workforce** by 2025, based on the **job** **profiles** of their **employee base** today.
- **Employee wellness** has **been** on **the** rise for **years**, but expect to see **some** **high-tech** **changes** in 2023.
- By 2025, **automation** and **artificial intelligence** will **reduce** **employee requirements** in **business shared-service** **centers** by 15 percent, which says the **BPA** **market** will **top** \$1 **trillion** by 2025.
- **This year**, **many** **organizations** will **look** to **employee scheduling** software to **solve** **problems** around **creating**, **publishing** and **managing** **employee** **schedules** that **include** **options** to **cover** **shifts** to **select** **personnel** and **integrate** **data** on **sales** to **help** **identify** **employee** **traffic** **patterns** to **optimize** **worker** **rotas**.

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The Esop Centre booklet, “*Why Employee Share Ownership Matters*”, was launched on 16 November 2022, to clearly state the case for employee share ownership.

<https://www.zyen.com/publications/professional-articles/why-employee-share-ownership-matters/>

Booklet launch webinar:

<https://fsclub.zyen.com/events/esopcentre-events/why-employee-share-ownership-matters/>



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Comments, Questions & Answers





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