



WORKERS TO **OWNERS**

Transitioning to
Worker Ownership





WORKERS TO OWNERS

A national collaborative to bring worker ownership to scale through conversions of existing businesses



Center for Cooperatives
UNIVERSITY OF WISCONSIN-MADISON



COOPERATIVE
DEVELOPMENT
INSTITUTE



Democracy
at Work
Institute
USFWC



OEOC
Ohio Employee Ownership Center

project
{EQUITY}



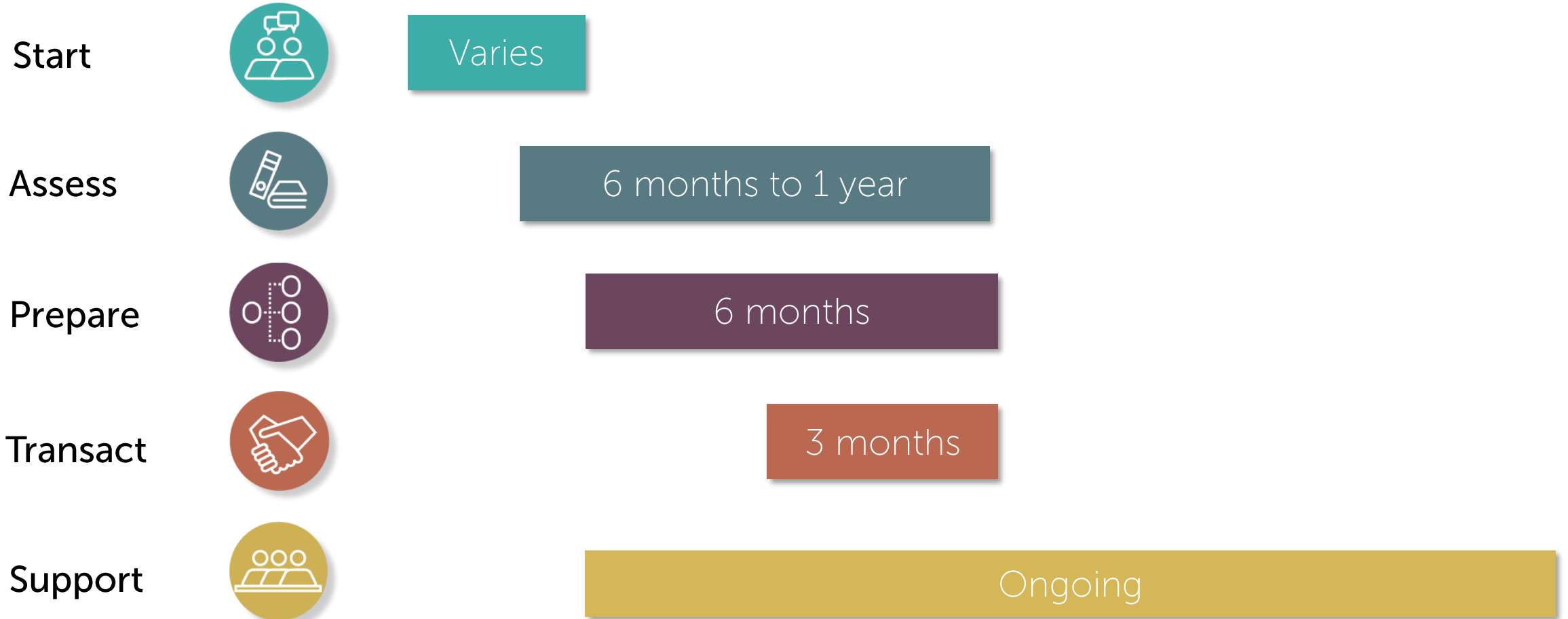
VERMONT
EMPLOYEE
OWNERSHIP
CENTER

THE WORKING WORLD

Overview of the transition

Start		Learn Motivate key decision-makers
Assess		Check feasibility Gauge financial and operational needs
Prepare		Design structures: legal, financing, management, governance
Transact		Legally transition
Support		Build ownership culture Engage support networks

Estimated time line



Start



Purpose

- 💡 Learn about employee ownership
- 💡 Educate key decision makers about the benefits and challenges
- 💡 Consider the owner, the board, managers, and employees
- 💡 Establish familiarity with the transition process

Outcome

- Get a commitment from key decision-makers to move forward

We're willing

Assess



Purpose

- 💡 Determine whether the company can support a conversion
- 💡 Consider owners' needs
- 💡 Consider financials, culture, and current talent
- 💡 Identify what preparation is needed for a successful transaction

Outcome

- Confirm that a transition is viable
- Draft written list of needs to make the transition successful

It's feasible

Prepare

Purpose

- 💡 Make all of the decisions necessary for the transition
- 💡 Prepare documents and policies for
- 💡 Include financial, cultural, governance, and other aspects

Outcome

- ☑ Documents reflect the shared vision of the sellers and buyers
- ☑ A service provider team that can execute the deal is assembled
- ☑ A plan for the transaction and post-transaction support is written

We're ready

Transact

Purpose

- 💡 Complete the legal sale of the company to workers
- 💡 Create the structures designed in the previous step

Outcome

- ☑ A successful legal transaction
- ☑ A newly employee-owned company
- ☑ A commitment to building an ownership culture

We have a deal

Support



Purpose

- 💡 Ensure long term sustainability as an employee-owned, equitable, profitable company



Outcome

- Company continues to thrive
- Workers (including leadership) experience the employee-ownership difference



We cooperate