

Ohio's Employee-Owned Network

Great Places to Work: Sharing Our Successes

*Developing a blueprint for
corporate citizenship, sustainability and building an ownership culture*

Thursday, November 2, 2006 - Akron/Fairlawn, OH

What makes an organization a "great place to work"? After WWII, great pay and benefits were probably enough. Increased foreign competition since the 1970s forced companies to focus on higher quality and lower costs. Without employee participation, achieving these requirements was often an insurmountable challenge, and companies turned to labor-management cooperation, profit-sharing and employee ownership to promote common goals. Today, quality and low price are taken for granted and public awareness of corporate citizenship and sustainability in addressing a number of social, economic and environmental concerns is growing.

For many organizations, a commitment to corporate citizenship and sustainability involves building a work culture and mission which develops human potential, gives back to the community, and protects the environment. Organizations are developing strategies to recognize the positive features of their work culture and practices more systematically and to measure their "triple bottom line" impacts on people, the planet and profits.

Come and explore these topics:

- **Employee development and strategic planning**
- **Building an ownership culture that develops people and promotes diversity**
- **Environmental sustainability in work practices**
- **Educating employees, suppliers and customers on healthful living and growing a healthy local economy**



Dates/Times: Thursday, November 2, 10:00 A.M. – 3:00 P.M.; Registration/breakfast, 9:30 A.M.

Location: Mustard Seed Market & Café, 3885 W. Market St., Akron, OH 44333 (in the Montrose area off I-77 & SR 18)

Registration: \$40. Continental breakfast and lunch provided.

This forum is sponsored by the Ohio Employee Ownership Center, Kent State University with support from the Nathan Cummings Foundation and the Ohio Department of Development's Ohio Labor/Management Cooperation Program in an effort to educate on the impact of sustainable business for families, communities and the Ohio region.

Presenters/Panel Members

HR Role in Employee Development and Strategic Planning

Harry Walker, Human Resources Director, Cornwell Quality Tools, Wadsworth/Mogadore, Ohio

Employee ownership, HR and safety practices are a key building block of Cornwell's performance-driven culture. Several processes for measurement and analysis of the impact of these HR approaches are an important part of their company's annual strategic planning process. Cornwell, a manufacturer and distributor of hand tools for professional mechanics, established an ESOP in 1998 and is currently 17% ESOP-owned and growing. Harry has over 25 years of human resources management experience, is a past president of the Society for Human Resource Management (SHRM), Portage Country chapter and chaired SHRM's All-Ohio HR Conference.

Building a Community of Owners Within a Company, an Industry, and an Inner-city Neighborhood

Michael Kelley, Corporate Human Resources Manager, The Chilcote Company, Cleveland, Ohio

The Chilcote Company celebrates 100 years in business this year and continues to uphold their founder's legacy of community-building. The management team and employees have successfully built an ownership culture within their company which recognizes and celebrates their very diverse workforce. They also promote employee ownership throughout their supplier and customer networks as a strategy for market sustainability. Through an ESOP, established in 1984, combined with open book management, all have shared in profits generated through reinvestment and growth both locally and in acquisitions nationwide. The company has added many jobs in Cleveland's inner-city and a special provision in their ESOP has helped 30 employee-owners purchase homes. Mike has 15 years of HR experience and is active locally and nationally in the Diversity Council, People of All Colors Together.

Sustainability 101

Stephanie Strong, Learning Program Manager, Entrepreneurs for Sustainability, Cleveland, Ohio

What is sustainability? Come and explore the basic principles of a sustainable approach and what leading businesses are doing to implement sustainability in work practices. Entrepreneurs for Sustainability offers information, networking events, roundtables and workshops on how to implement environment-friendly, cost-saving sustainability practices and save both dollars and natural resources. See www.E4S.org for more information

Educating Employees and Customers on Sustainability and Green Living,

Vicki Shepler, Education & Training Coordinator/Joe Sabo, Concierge, Mustard Seed Market & Café

Mustard Seed Market & Café, established in 1981, is a locally-owned retailer of natural and organic products committed to selling fresh, local produce, to building a network of high quality Ohio natural and organic food vendors, to helping local farmers convert from conventional to organic food production, and to the education of employees and customers on healthful living and the environment through their Northeast Ohio locations. See www.mustardseedmarket.com for more information

Registration Form

Name(s): _____

Company Name: _____

Address: _____

City _____ State _____ Zip _____

Phone: _____ Fax: _____ email: _____

Please invoice us. Total enclosed: \$ _____

(Please make checks payable to OEOC-KSU)

Please register by October 26. Phone: 330-672-3028; fax: 330-672-4063; email kthomas@kent.edu or mail to:

Ohio Employee Ownership Center, 113 McGilvrey Hall, Kent State University, Kent, OH 44242, Attn: Karen Thomas