

**Thursday 16 morning**

- 10.00 - 10.45**      **Conference opening and welcome speeches**  
To be fully successful, employee ownership and financial participation of workers need training and education. It is a piece of the Lisbon Strategy.  
• Vladimir Spidla, European Commissioner  
• Gérard Mestrallet, President, Suez Group  
• Marc Mathieu, Secretary General of EFES
- 10.45 – 11.15**      **Evidences about employee ownership training and education. EOLE Programme and database.**  
EOLE database gathers some 150 training and education programmes. It gives a good picture of the development of employee ownership in the world and which are the real needs about training and education.  
• Marc Mathieu, Head Manager of EOLE Programme
- 11.15 – 11.45**      **New evidences about employee ownership and corporate performances**  
Joseph Blasi and Douglas Kruse are known for their research on employee ownership and corporate performance. They are now in the final months of completing the surveys of a new multi-year research.  
• Douglas Kruse, Rutgers University – New Jersey
- 11.45 – 13.00**      **Employee ownership education in major European groups. Suez, Dexia, Aventis.**  
Many European groups made significant developments of employee share ownership since the last nineties. Over years, employee share owners experienced dramatic share market fluctuations.  
• Bertrand Aizier, Head of Employee Share Ownership, Suez Group  
• Ludovic Wolff, Managing Director, Dexia Employee Benefits  
• Thierry Ehlinger, Employee Share Ownership, Aventis
- 13.00 - 14.30**      **Lunch**

**Thursday 16 afternoon**

- 14.30 – 16.00**      **Employee ownership training and education in the USA**  
Five main organisations are supporting employee ownership development and education in the USA. Round table with the Heads of all five main American organisations in the field.  
• Michael J. Keeling, President of the ESOP Association  
• Corey Rosen, Executive Director of the National Center for Employee Ownership (NCEO)  
• John Logue, Director of the Ohio Employee Ownership Center (OEOC)  
• David Binns, Associate Director of the Beyster Institute for Entrepreneurial Employee Ownership  
• Chris Mackin, President of Ownership Associates, Inc.
- 16.00 – 16.15**      **Coffee break**
- 16.15 – 17.30**      **Employee ownership training and education in Spain**  
EOLE database shows clearly that Spain is the most active country after the USA, regarding employee ownership training and education. Round table with representatives of the three main Spanish organisations in the field.  
• Fred Freundlich, Professor, Mondragon Universidad  
• Mikel Lezamiz, Executive Director, Mondragon Otalora  
• Miguel Millana, President of the Spanish Confederation of Employee-Owned Companies (CONFESAL)  
• A representative of the Spanish Confederation of Workers Co-operatives (COCETA)
- 17.30 – 18.00**      **Tullis Russell Group's business game for employee ownership education**  
Tullis Russell Group is well known as the result of an employee buyout in a successful Scottish leading papermaking and converting group. They are now a wholly employee owned company, with some 1.200 employees. For their employee owners' education, they developed a specialised business game.
- Evening**              **Visit and lunch to the Belgian Center of Comic Strips**

**Friday 17 morning****9.30 – 10.15****Employee ownership training for corporate governance in France.**

The French Corporate Governance Institute developed a dedicated branch and training for employee share ownership.

- Pierre-Yves Gomez, Executive Director of the French Corporate Governance Institute

**10.15 – 11.00****Employee ownership training for co-operatives in UK.**

The Co-operative College has specialised training programmes for employee ownership in the UK.

- Mervyn Wilson, Chief Executive of the Co-operative College.

**11.00 – 11.30****Coffee break****in parallel:****11.30 – 13.00****Employee ownership training and education for employee buyouts.**

Employee buyouts are a typical situation for employee ownership. Many organisations across the world are developing assistance and specialized consultancy. Round table with representatives of some main organisations for employee buyouts.

- David Erdal, Executive Director, Baxi Partnership (UK)
- Javier San José, Training Coordinator, Basque Federation of Employee-Owned Companies (ASLE)
- Dan Bell, Program Coordinator of the Ohio Employee Ownership Center (OEOC)
- Erkki Kangas, Executive Director, Sataosaajat Osuuskunta (Finland),
- Henri Béliard, Trainer, EFES BELGIUM,
- Anthony Jensen, Executive Director, Ithaca Business Strategies (Australia)

**Presentation by Hewitt Associates ?**

Hewitt Associates is a global human resources outsourcing and consulting firm delivering a complete range of integrated services to help companies manage their total HR and employee costs, enhance HR services, and improve their workforces.

**Presentation by Dexia ?**

Dexia Bank is a leading European group, encouraging employee share ownership for its own development as well as for its customers.

- Ludovic Wolff, Managing Director, Dexia Employee Benefits

**13.00 - 14.30****Lunch****Friday 17 afternoon****14.30 – 15.45****Two workshops in parallel.**

- **EO training and education: common challenges – identical solutions?**
- **EFES certification: a solution to encourage learning institutions and other bodies to develop EO training and education?**

**15.45 – 17.15****Round table of education professionals. Reports of the workshops and conclusions.**

- Ryszard Stocki, Professor, Jagiellonian University Krakow
- Gorm Winther, Professor, Greenland University
- Erik Maaloe, Professor, Aarhus Business School
- John Logue, Professor, Kent State University
- Erik Poutsma, Professor, University of Nijmegen
- Virginie Pérotin, Professor, University of Leeds

**17.15 – 17.30****Closing session****IN DEMONSTRATION:**

- **CORPORATIA**, interactive training game of the French Corporate Governance Institute
- **BUSINESS GAME** of Tullis Russell Group
- **EOLE DATABASE**
- **MONIDEE FINANCE SOFTWARE**
- **INTERACTIVE INTRODUCTION TO ESOPs**, by the NCEO