

**EMPLOYEE OWNERSHIP TRAINING AND EDUCATION PROGRAMMES
292 SPECIFIC QUESTIONS IN EOLE PROGRAMMES**

GENERAL QUESTIONS	26	Introduction to employee ownership	15
		Introduction to ESOPs	11
CULTURAL QUESTIONS	43	Ownership culture	15
		Enterprise culture	18
		Historical perspective	10
LEGAL QUESTIONS	52	Legal framework	31
		Taxation on employee ownership	15
		Specific tax incentives	6
FINANCIAL QUESTIONS	43	Valuation of the enterprise	6
		Accounting	9
		Financial statements	16
		Other financial questions	12
CORPORATE MANAGEMENT AND GOVERNANCE	55	Corporate Governance	35
		Participative management	11
		Open-book management	9
ORGANIZATIONAL QUESTIONS	73	Leadership	16
		Organizational change	6
		Management of conflicts, of meetings, of problems solving, of internal communication, linked to EO	28
		Security at work and risks prevention	8
		Human Resources management	15
TOTAL	292		292