

LIVINGSTON LECTURE

The Spirit of Co-operation

West Lothian College

Thursday 1 May 2014

Registration: 6.00pm

Starts: 6.30pm – 8.00pm



Programme


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Welcome



West Lothian College Principal Mhairi Laughlin is anticipating a lively discussion: "We are delighted to be hosting this event. This is an excellent opportunity for local businesses and people who are interested in innovative management thinking to hear directly from industry specialists about the growing focus on promoting the concept of employee-ownership of businesses. The depth of expertise in this field locally is impressive and is a massive asset to the region's economy."

Programme

18.00 Registration and refreshments

**18.30 Welcome Liz Clark from Affinity TV
& Opening Remarks from Mhairi Laughlin
Principal & Chief Executive West Lothian College**

**18.45 Professor Robert Raeside
Professor in Applied Statistics and Director of ERI**

Professor Robert Raeside is a Chartered Statistician of the Royal Statistical Society (CStat), Member of the Operational research Society and a Fellow of the Higher Education Academy (FHEA).

He received his BSC Hons from Napier College under the auspices of the Council for Academic Awards (CNAA), his MSc from the University of Strathclyde and PhD in demographic forecasting from the CNAA in collaboration with the University of Oxford. He serves on two British Standards Committees and is part of the editorial teams for the Journal of Applied Probability and Statistics and the Journal of Revenue and Pricing Management. He was appointed a visiting Professor in Demography to the University of Dhaka in Bangladesh in 2009.

Professor Raeside's research has been on the application of statistics to areas of demographic change, public health, employment and in business improvement. Professor Raeside will be focusing on how employee ownership produces a bigger pie which is shared amongst more people because of improved employee commitment and productivity.

19.00

Hugh Donnelly

Director of The Co-operative Education Trust Scotland

Hugh is currently Director of the Co-operative Education Trust Scotland. CETS main objective is to ensure that anyone coming through the Scottish education system is made aware of co-operative models of enterprise, co-operative values and principles and the significant contribution that co-operatives, mutual and employee owned businesses can, and do, make to the economic and social wellbeing of all our citizens.

Prior to joining CETS, Hugh spent most of his adult working life promoting and providing support to co-operative and employee owned enterprises including a period as CEO of the employee owned EOS Consultancy. He continues to promote these democratic enterprise models as a director of the European Federation of Employee Shareowners.

Hugh will be discussing how the Scottish economy is not maximising employee ownership potential because we don't educate people about the concept and remains something that is "done to" employees rather than demanded by them

19.15

Dr David Erdal

Honorary Senior Research Fellow, St Andrews University

After obtaining his BA in Chinese at Oxford in 1970, David Erdal worked as a teacher in Mao's China, before returning to the UK to join Tullis Russell, his family's paper manufacturing business. He obtained his MBA at Harvard with distinction in 1981, and became executive chairman of the company in 1985, immediately introducing policies of informing and involving all the workforce, and sharing both the profits and, gradually, the ownership of the company with all employees. He was awarded the Scottish Business Achievement Award in 1989. In 1994 he led the transformation of the company's ownership in a leveraged buyout; it became wholly owned by the employees and by trusts for the employees.



Impressed by the obvious power of that system in motivating people and achieving high productivity, he studied part time for a PhD in 'The psychology of sharing: an evolutionary approach', the degree being awarded by the University of St Andrews in 2000. He was MD of Baxi Partnership Limited from then until 2006, when he gradually moved to part time working. He remains an outside Trustee of the Employee Benefit Trust, which owns a controlling stake in the company (now called Baxendale); the majority of trustees are elected by the employees. Most of his time is spent researching and writing about employee ownership. In March 2011 Bodley Head published *Beyond the Corporation: Humanity Working*, his book on employee-owned companies, their outstanding performance in terms of productivity and in terms of the happiness of those involved, and the light that this sheds on modern theories of business and finance. From 2010 to 2014 he served as Chancellor's Assessor on the University Court.

Dr Erdal will dispel the myth of the neo classical invisible hand and the fact that we are as much social animals who co-operate as much as we compete to achieve mutual goals.

19.30 Question & Answer Panel
Chaired by Liz Clark

19.45 Closing Remarks and Thanks
Liz Clark from Affinity TV



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