



## Esop Sofa: Employee Share Ownership Hot Topics

**Webinar**

Monday, 28 September 2020





# A Word From The Chairman



**Ian Harris, BA (Hons)  
FCA FBCS FIBC CMC**

Managing Director

Z/Yen Group



# Agenda



- 16:00 – 16:05 Introduction
- 16:05 – 16:25 Darren Smith chats with guests on his virtual sofa
- 16:25 – 16:30 Final thoughts
- 16:30 – 16:45 Questions from the audience

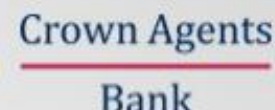


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Esop Sofa:  
Employee Share Ownership Hot Topics



**Darren Smith**

Corporate  
Relationships  
Manager

YBS Share Plans



# Esop Sofa: Employee Share Ownership Hot Topics



**Bryony Padgett-Jones**

Business Development  
Manager

YBS Share Plans

[www.ybsshareplans.co.uk](http://www.ybsshareplans.co.uk)



**Katie Stephens**

Associate Director

Deloitte

[www2.deloitte.com/uk](http://www2.deloitte.com/uk)



**Suzannah Crookes**

Director

EY

[www.ey.com](http://www.ey.com)



**Darren Smith**

Corporate Relationships  
Manager

YBS Share Plans

# Questions & Comments





# Resources



## Esop Centre website & newspad

Home » newspad

### newspad

The Esop Centre's *newspad*, edited by Fred Hackworth, is a monthly publication providing in-depth coverage of the main international news in the employee share ownership field.

NB Reminder: The email address of Fred Hackworth, editor of *newspad*, has now changed to: fred\_hackworth@zyen.com (please note the under-score). Please send all press releases, company bulletins and news items for *newspad* to the above address. Thank you.

#### September 2020

In this month's edition:

- Employee equity values slashed in pandemic job cuts
- Discretionary employee stock award for sex – claim
- Roadchef: efforts to secure tax-free compensation fail
- Executive reward under pressure
- Reports on five Centre-FS Club webinars
- Covid pushes SMEs towards share plans, report claims
- Share plans in a Covid world
- Last orders for Centre-STEP Jersey seminar September 25
- British Isles share plans symposium London, March 24
- Pandemic news: employees turn Bolshie

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## FS Club Bulletins

From 43,000 curated sources, you get a machine summary of the key point(s) from forward-looking articles, not just article titles:

- (LF.10) Reduced Inequalities**

In September 2015, 193 world leaders agreed to 17 Global Goals for Sustainable Development. If these Goals are completed, it would mean an end to extreme poverty, inequality and climate change by 2030.

  - Goal 10: Reduce inequality within and among countries.
  - If the distributions of **income**, **unpaid care workers**, and **federal taxes** follow CBO's projections, **income inequality** will be greater in 2029 than it was in 2008.
  - High growth over the past decade** has been based on unsustainable resource exploitation, addressing the **resulting growth in inequality** and environmental cost will be critical to ensure social stability and to ensure **strong sustainable growth** in the coming decade.
  - The increase in inequality observed in the last 30 years is a serious threat to France's social contract.
  - America's **populist president** is pushing a tax plan that will further increase **economic inequality** at a time when **income and wealth gaps** are already widening.
  - A failure to give the **world's poorest women control** over their bodies could **violate inequality** in **developing countries** and **threaten progress** towards global goals aimed at ending poverty by 2030.
  - Under French leadership the G7 group of the 7 largest advanced economies plus the European Union will focus in 2019 on **fighting inequality**, including **poverty** induced by **climate change**.
  - Leadership might require companies to take positions and advocate for **change on global inequality** - including **in-work poverty**.
  - Achieving the 17 **Sustainable Development Goals** - which include clean water, clean energy, sustainable cities, climate action, responsible consumption, **reduced inequality** and more - could open a market opportunity of \$12 trillion by 2030.
  - The next decade offers an opportunity to address **African urban poverty** and **inequality** and shape development priorities to ensure that urbanisation helps foster **well-functioning, livable and sustainable cities**.
  - In Africa and in the LDCs, eradicating poverty by 2030 will require both **double-digit GDP growth** and **dramatic declines in inequality**, illustrating the scale of the current challenges faced.
  - The economic catch-up of Asia with the West will continue in the coming decade - thereby **reducing global inequality** among countries and among world citizens.
- (FS.3.05) Employee Share Ownership**

Considering 75 percent of the 2022 global workforce will be Millennials and Generation Z, it's critical that organizations keep a pulse on **employee engagement** and in a way that's consistent with how the emerging generations communicate.

  - 2019 will see a continued evolution in designers' understanding of workplace optimization with design that boosts office morale and **employee wellness** while facilitating a creative work environment.
  - By 2025, Gartner Predicts Twice as Many Employee-Owned Devices Used for Work than Enterprise-Owned Devices. With proposed revisions to the UK Corporate Governance Code, from 2020, companies will be required to report on **employee engagement**, as mandated earlier this year by Financial Reporting Council.
  - For HR leaders looking to better determine the attributes that drive employee turnover and increase retention, using AI to provide insights into **employee engagement** will be crucial.
  - By 2021, Artificial Intelligence (AI) will allow the rate of innovation in New Zealand to double. **Employee productivity gains** are expected to increase 1.5 times.
  - Artificial Intelligence will double the rate of innovation improvements and improve **employee productivity gains** by 1.5 times in New Zealand by 2021.
  - UK health benefits costs per employee will increase 4.1% next year - slightly higher than inflation and less than the double-digit increases seen in years past.
  - With a tight labour pool, small businesses will find 2019 is the year to focus on **employee engagement** and happiness.
  - Nearly 50 percent of companies also expect that automation will lead to some reduction in their **full-time workforce** by 2022, based on the job profiles of their **employee base** today.
  - Employee wellness** has been on trend for years, but expect to see some high-tech changes in 2020.
  - By 2020, automation and artificial intelligence will reduce **employee requirements in business shared-service centers** by 65 percent, which says the RPA market will top \$1 billion by 2020.
  - This year, many organizations will look to employee scheduling software to solve problems around creating, publishing and managing employee schedules that include setting up open shifts to select course and increase flex on roles to help identify customer traffic patterns to optimize worker ratios.

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**29 September 2020 (17:00)**

**Focus On San Francisco & London, Bridges Of Technology & Finance**

**30 September 2020 (12:30)**

**Magic Money Trees & The New Private-Public Dynamic – An Exploration Of EU Economic Policy Development**

**01 October 2020 (14:00)**

**Long Lessons – Can The Religions Of The Book Teach Modern Finance?**

**06 October 2020 (11:00)**

**Institutional Investors' Views On The Use Of Share Plans: Focusing On The Use Of Share Plans During The Continuing Pandemic**

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