The Power of Inclusive Capitalism

What is it? How to start.

Jennifer Briggs

Independent outside director.

Corporate (re)constructionist. Inclusive capitalist.
Organizational psychologist/anthropologist.
Business performance, governance, leadership.

THE SCHOOL FOR DEMOCRATIC MANAGEMENT

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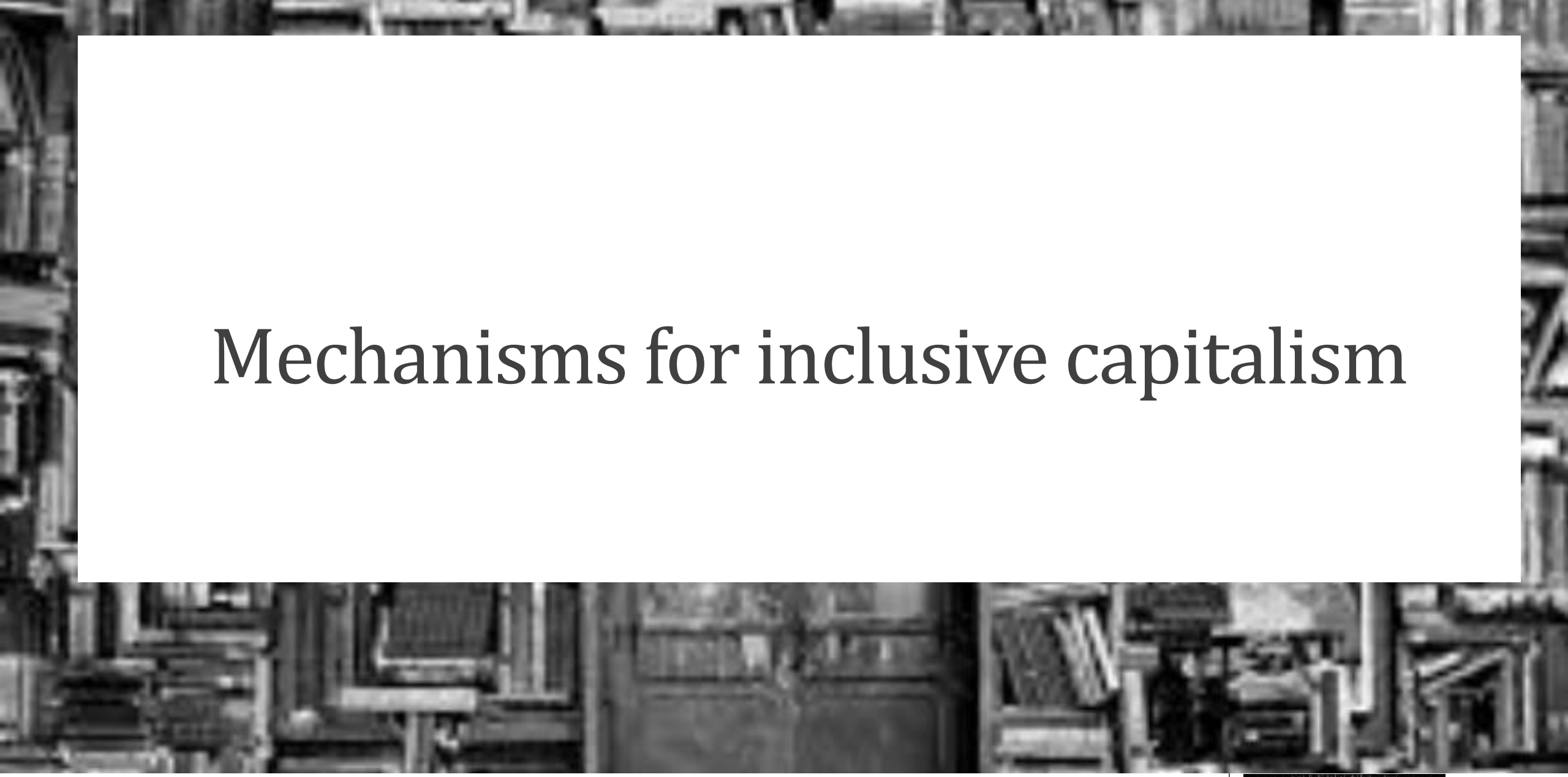
Capitalism?
Inclusive or Exclusive?
What does it mean to be a “capitalist”?

MOSAIC CREATION



Mechanisms for inclusive capitalism

Not individual incentive plans.

Compare

Employee Ownership Options

	ESOP (Employee Stock Ownership Plan)	EOT (Employee Ownership Trust)	Worker-owned Cooperative
Suitable company size	Large 20-40+ employees	Any size	Any size
Tax benefits	✓✓✓	No	✓
Set up and ongoing costs	High but offset by tax benefits	Lower	Lowest
Flexibility of model	✓ Within ESOP parameters	✓✓✓ Highly flexible	✓✓ Within coop parameters
Employees buy their shares	No	No	✓

project {EQUITY}

CARTA LIQUIDITY

Run liquidity events on Carta

Carta makes it easy for private companies to administer liquidity programs. Your employees and shareholders will thank you.

- *Stock options*
- *ESPPs*
- *Restricted stock*
- *Phantom stock*
- *SARs*
- *Performance shares*
- *Direct grants*

MOSAIC CREATION

- Increased sales 2.3% to 2.4%
- Productivity increases 4-5%
- Less likely to layoff in last recession

** Note – when paired with

participative management

techniques

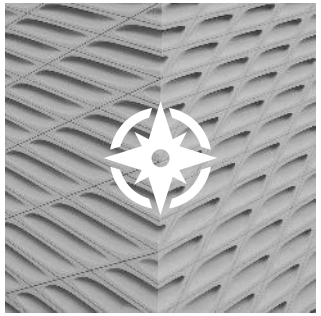
Includes:

- ✓ Open Book Management
- ✓ Servant leader mindset
- ✓ Mechanisms for a *meaningful* voice of the worker

The POWER?

The power of the firm is powered by its social engine.

Common myths



Loss of control of strategy, power dynamics

Too many meetings, too much structure

Too much transparency

Free riders

Optimizing selling price for a business.

Too expensive?

F L D
(Fianancial Disclosure/Activities + Leadership Mindset + Decision Style)
More Closed
More Open
Project Transparency
Trend Insights and Connection
Inclusive and Participative
Representative Democracy Style
Radical Transparency

Moving forward?

What to do next?

- Succession?
- Higher performing culture?
- Open book management?
- Be in the know?

Priorities

- Integrated Impact Culture
- Performance culture -> open book management and servant leadership

Feasibility

- Beyster Institute @ UCSD
- Project Equity
- RMEOC

Research

- RMEOC, CO EO network
- NCEO, ESOP Assn., Fifty by Fifty

Thank You

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