



THE MORALDNA OF EMPLOYEE-OWNED COMPANIES.

Ownership, ethics and performance.

CASE STUDY



PEOPLE ARE THE ENGINE

Alan Spence – Managing Director

In 2010, Alan Spence and two co-directors founded Accord Energy Solutions, an independent specialist consultancy in the international oil and gas industry. It was the first employee-owned start-up in Scotland, now employing over 40 staff and consultants.

Accord relies strongly on personal recommendations and the working environment is friendly and relaxed; talent looking to join a dedicated and professional team are regularly attracted to the company. Employees are responsible for managing their own work and workload; there are no targets or KPIs set by management. This structure means that every employee is responsible for making the company successful.

“The power of people is both the engine room and the creative flair of a company. Handing control to the employees through greater engagement is now showing its merits across all areas of the business. Two way communication between employees and employers increases knowledge, awareness and understanding. Employees have more responsibility, while employers embrace the ideas such power generates.

Accord relies on and trusts all its people and they in turn can rely on Accord supporting them in their growth.”

For more information on *The MoralDNA of Employee-Owned Companies* visit www.managers.org.uk/moraldna or join the conversation [#CMIethics](https://twitter.com/CMIethics)