

Summary

John Lewis Partnership is a unique retail company. It thrives on teamwork, and the reason this company is unique is because it's entirely owned by its employees, who are known as “partners” This basically means everyone has a piece of the pie, meaning their voice is heard as they fundamentally hold a stake in the company. As everyone is a co-owner, employees (partners) will be more invested in the company's success. This not only encourages others to collaborate and share ideas but also to work as a team, because ideally, they all benefit when the company does well. According to (Cathcart, 2013), employee-owned companies like John Lewis Partnership encourage higher levels of teamwork and shared decision making, because employees feel empowered and valued.

Unique partnership structures such as councils, democratic forums and profit sharing schemes will enhance staff involvement and support and really push a collaborative learning environment. (Pendleton & Robinson, 2017). With a system structure like this, it reduces hierarchy and allows partners to openly communicate, contribute ideas, raise concerns and have a solid influence on the business's direction. This means that JLP is more cohesive, motivated and aligned with the organisational goals.

John Lewis Partnership is a perfect demonstration of how employee ownership can positively shape workplace behaviour. Increasing participation gives that sense of ownership and belonging and valuing their job rather than feeling like just a number.

Employee ownership in the UK. Journal of Participation and Employee Ownership

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