

Wales Co-operative Centre

Business
Succession


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Business survival through
employee and management
buy-outs

Many small businesses in Wales face problems when one or more of the owners wants to leave the business. Without a new buyer, the business and jobs can be lost. The Wales Co-operative Centre's Business Succession Project aims to help owners and employees ensure that the business survives by supporting a management or employee buy-out.

There are many benefits to a management or employee buy-out.

- + It avoids the risk of a difficult trade sale, preventing competitors obtaining confidential information about the company
- + Shares can be sold over time resulting in a gradual and structured exit for the owner
- + Ownership by existing managers or employees often means more commitment to company success
- + It retains company independence and keeps ownership local

The Wales Co-operative Centre's dedicated business succession advisors can provide the following services:

- + Feasibility study on an employee or management buy-out
- + Advice to the company owner and the workforce on the implications of employee ownership
- + Business planning advice
- + Assistance on raising funds to facilitate the sale
- + Specialist legal advice
- + Development of appropriate share schemes if required
- + Training

Employee based succession has ensured the survival and growth of many companies in Wales. Businesses that we have assisted include an electrical contractor in Powys, a quantity surveying business in North Wales, a bed manufacturer in West Wales, a packaging company in Cardiff and the last deep mine in the South Wales coalfield.

If you would like to find out more about how we could help your business:

- + Call Freephone **0808 144 3234**
- + Email walescoop@walescoop.com
- + Visit www.walescoop.com
- + Or fill in the attached freepost slip and return it to us

"Full staff ownership ensures that everyone is committed to giving the best possible service and ensuring the success of the company."

Paul Williams, Manager, Datrys Consulting Engineers

Please send me further information on Employee Buy-outs/
Anfonwch fanylion ychwanegol ar Bryniant gan Werthwyr

Name/Enw _____

Address/Cyfeiriad _____

Postcode/Cod post _____

Tel/Ffôn _____

Email/E-bost _____

Please tick the appropriate box/Ticiwch y blwch priodol

I am happy to be contacted by/
Rwyf yn hapus i chi gysylltu â mi drwy

Post/Bost Phone/Ffôn Email/E-bost

Send me details of your other services/
Anfonwch fanylion am eich gwasanaethau eraill

Communities @One/
Cymunedau @Ei Gilydd

Co-operative Social Enterprises/
Mentrau Cymdeithasol Cydweithredol

Farming Co-operatives/
Cwmnïau Ffermio Cydweithredol

Training/
Hyfforddiant

Worker Co-operatives/
Mentrau Gweithwyr Cydweithredol

Arrange for a local development officer to contact me/
Trefnwch i swyddog datblygu lleol gysylltu â mi

I got this leaflet from/Cefais y daflen hon o _____

Canolfan Cydweithredol Cymru

Dilyniant Busnes



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Busnesau yn goroesi drwy werthu i reolwyr a gweithwyr

Mae nifer o gwmnïau bach yng Nghymru yn wynebu problemau pan fydd un neu fwy o'r perchnogion eisïau gadael y busnes. Heb brynwr newydd, gall y busnes a'r swyddi gael eu colli. Mae Prosiect Dilyniant Busnes Canolfan Gydweithredol Cymru yn ceisio cynorthwyo perchnogion a gweithwyr i sicrhau bod y busnes yn goroesi drwy gefnogi'r broses o werthu'r busnes i'r rheolwyr neu'r gweithwyr.

Ceir nifer o fanteision o werthu i'r rheolwyr neu'r gweithwyr.

- + Mae'n osgoi'r risg o werthiant masnachol anodd, ac yn rhwystro cystadleuwyr rhag cael gafaél ar wybodaeth gyfrinachol am y cwmni
- + Gellir gwerthu cyfranddaliadau dros gyfnod o amser, gan olygu ymadawïad graddol a strwythuredig i'r perchennog
- + Mae perchnogaeth gan reolwyr neu weithwyr presennol yn aml yn golygu mwy o ymroddiad i lwyddiant cwmni
- + Mae'n cadw annibyniaeth cwmni ac yn cadw'r berchnogaeth yn lleol

"Mae perchnogaeth Iwyr gan y staff yn sicrhau bod pawb yn ymroddedig i roi'r gwasanaeth gorau bosib a sicrhau llwyddiant y cwmni."

Paul Williams, Rheolwr, Peirianwyr Ymgynghorol Datrys

Gall ymgynghorwyr dilyniant busnes ymroddedig Canolfan Cydweithredol Cymru ddarparu'r gwasanaethau canlynol:

- + Astudiaeth ymarferoldeb ar werthu i weithwyr neu reolwyr
- + Cyngor i berchennog y cwmni a'r gweithlu ar oblygiadau perchnogaeth gan weithwyr
- + Cyngor ar gynllunio busnes
- + Cymorth ar godi arian i hwyluso'r gwerthiant
- + Cyngor cyfreithiol arbenigol
- + Datblygu cynlluniau cyfranddaliadau priodol, os bydd angen
- + Hyfforddiant

Mae dilyniant yn seiliedig ar berchnogaeth gan weithwyr wedi sicrhau parhad a thwf llawer o gwmnïau yng Nghymru. Mae'r busnesau a gynorthwywyd gennym yn cynnwys contractwr trydanol ym Mhowys, busnes maintfesoero yng Ngogledd Cymru, gwneuthurwr gwelyau yng Ngorllewin Cymru, cwmni pecynnau yng Nghaerdydd a'r pwll glo dwfn olaf ym maes glo De Cymru.

Os hoffech wybod rhagor am sut y medrem gynorthwyo eich busnes chi:

- + Galwch Rhadffôn 0808 144 3234
- + E-bostiwrch walescoop@walescoop.com
- + Ymwelwch â www.walescoop.com
- + Neu llenwch yr atodiad amgaeedig (rhadbost) a'i ddychwelyd atom

Wales Co-operative Centre
FREEPOST
SWC1620
Cardiff CF5 2GZ

NO
STAMP
NEEDED

 **Wales Co-operative Centre**
Canolfan Cydweithredol Cymru