

Worker Cooperative Advantages BUSINESS ARGUMENTS

Tim Huet compiled this list as a basis for discussion/debate; it should be understood that he does not personally endorse the alleged advantages listed below.

1. **Not dependent on single individual:** Few individuals have full package of skills to start-up or even continue a business. A collection of individuals can piece together the skill set. Of course, an entrepreneur can hire some other skills but this still requires skills of selection and (probably) management. Also not (as) vulnerable to single individual leaving
2. **Better able to attract and retain good workers:** because of ownership stake/return; ownership or own-boss status; better working environment/culture
3. **Better retention of workers leads to better customer service and community connection**
4. **More motivated workers:** because share in profits (diminished by size and because of tenuous reward-feedback loop) and sense of ownership/identification; less theft, sabotage, absenteeism, WC claims
5. **Stake in business leads workers to hold each other accountable**
6. **Less supervision needed (expensive middle management layer):** might be especially advantageous in industries where workers work alone or dispersed (housecleaning, transportation, home healthcare), making supervision difficult
7. **Less short-term in financial planning, vulnerable to shareholder whims**
8. **Cooperative decision-making leads to better decisions**
9. **Continuing opportunities for growth keep worker-owners more flexible, intelligent, motivated**
10. **Greater flexibility** (due to lack of boss/worker conflict)
11. **Better buy-in/understanding and faster execution of decisions made cooperatively**
12. **Better public relations (cooperative image)**
13. **Better able to survive and spring back from hard times:** because retain workers, can cut back wages