

28th Annual Conference of Social Firms Europe

CEFEC 2015

9th – 11th September 2015

Olten, CH

**Economic Structure of a Social Business and Strategy for Scaling a Social Firm
(economic and social responsibility and sustainability)**

Responsible Leadership in Social Firms

Standards No. 1

- Corporate Identity



Implementation

- In order to reinforce identity with the company there are, e.g.,
- equal payment for equal jobs
- corporate health schemes
- special events, outings, parties with all staff
- evaluations of staff surveys, regarding
 - ❖ Employees satisfaction with team and management
 - ❖ Culture and atmosphere
 - ❖ payment

Backstern

TEEKANNE-TEE



elkotec GmbH

elkotec
GmbH

SYNERGIE DURCH PARTNERSCHAFT

Startseite

Startseite

Kompetenzen

Technologie

Unternehmen

Elektromontage

Zusammenarbeit

Video

Kontakt

Presse



Electronic
Manufacturing
Service (EMS)

Impressum



Seestr. 64, 13347 Berlin
Since 1988: up to 45 Employees

Saldo Journale Services GmbH

SALDO JOURNALE

Saldo Journale Services GmbH

Wir bieten Lösungen im Bürobereich.
Unter Berücksichtigung gesetzlicher Änderungen im Steuer- und Sozialversicherungsrecht rechnen wir die Löhne/Gehälter ihrer Mitarbeiterinnen ab.

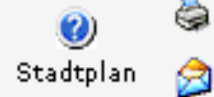
Unser Angebot:

- Buchen laufender Geschäftsvorfälle
- Lohn- und Gehaltsabrechnungen
- Projekt- und Zuwendungsabrechnungen
- Vor Ort Service
- Planungsunterstützung

Kommandantenstr. 80 10117 Berlin

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Weitere Infos

Die Website von Saldo Journale befindet sich im Aufbau.

Ansprechpartner:

Herr Wallmeier

Öffnungszeiten:

bitte tel. erkundigen

Since 1985: 10 Employees

Lebenswelten Restaurationsges. mbh



Willkommen

CATERING EVENT UNTERNEHMEN SOZIALKULTUR AKTUELLES KONTAKT

Lebenswelten Catering

... wir versüßen jedes Event.

Since 1985: more than 100 Employees, currently 37 youngsters in apprenticeship (Event-)Catering, currently 6 Canteens, Business Restaurants, Cafeterias

Qualification and Employment

Spektrum GmbH



Lebenswelten
e.V.

Netzwerk
Sheltered
Workshop

The Lebenswelten Group Berlin



Responsible Leadership in Social Firms

Standards No. 2

- Legal Framework and special funding



Implementation

- Are based on the special social law for disabled persons (SGB IX)
- and offers funding for
 - ❖ creation of job-opportunities in existing and emerging firms (investments)
 - ❖ compensation for reduced work performance
- Individual subsidies by job centers and employment agencies

Responsible Leadership in Social Firms

Standards No. 3

- Good Business Standards and Principles



Implementation

- The business standard includes technical, organizational and staff matters
- Review and improvement is achieved by, e.g.,
 - ❖ Different quality circles within the organization's association for quality
 - ❖ Adequate technical equipment
 - ❖ Ergonomically designed workplaces
 - ❖ Health and safety schemes

Responsible Leadership in Social Firms

Standards No. 4

- Transparency and Information

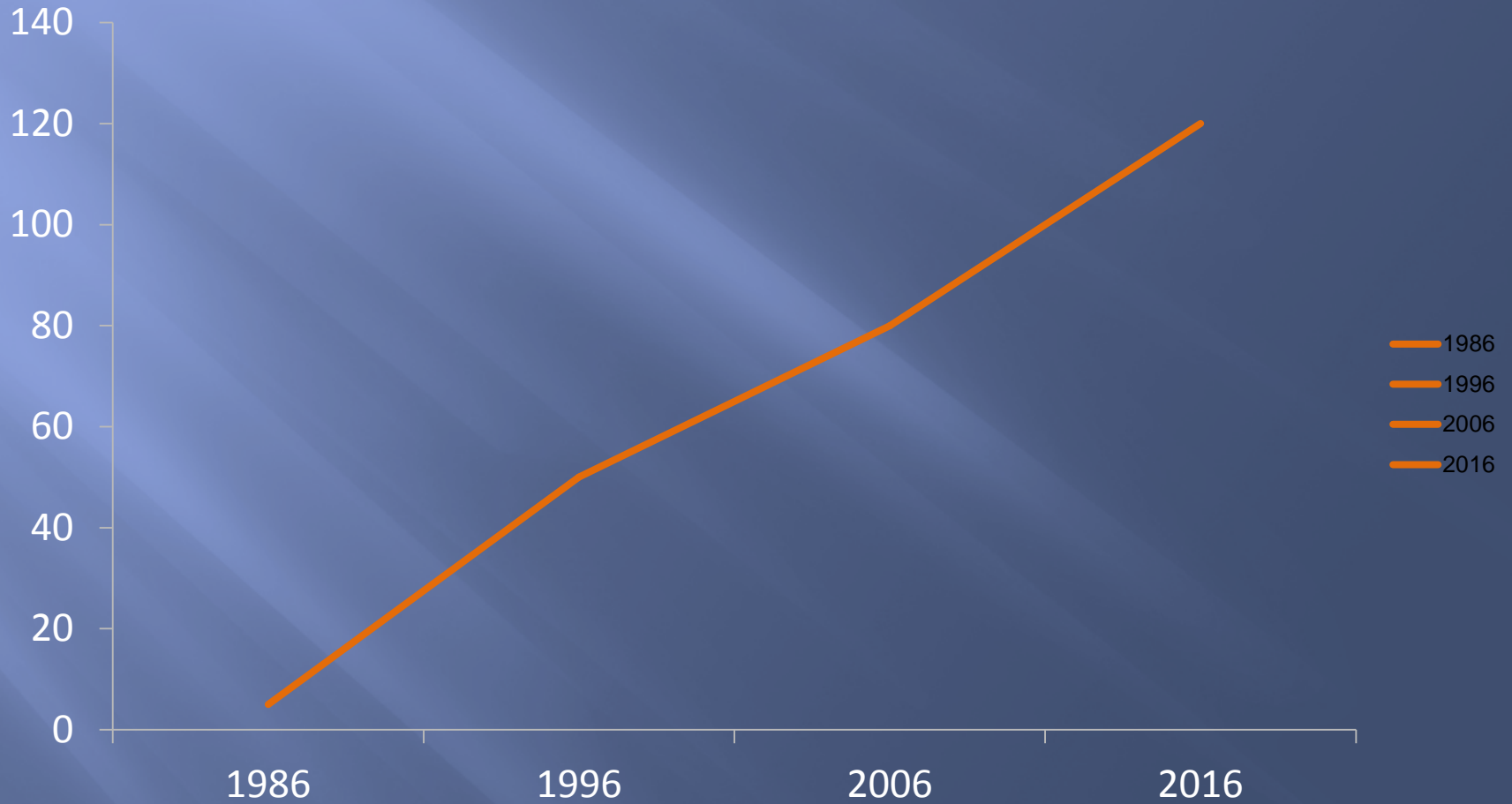


Implementation

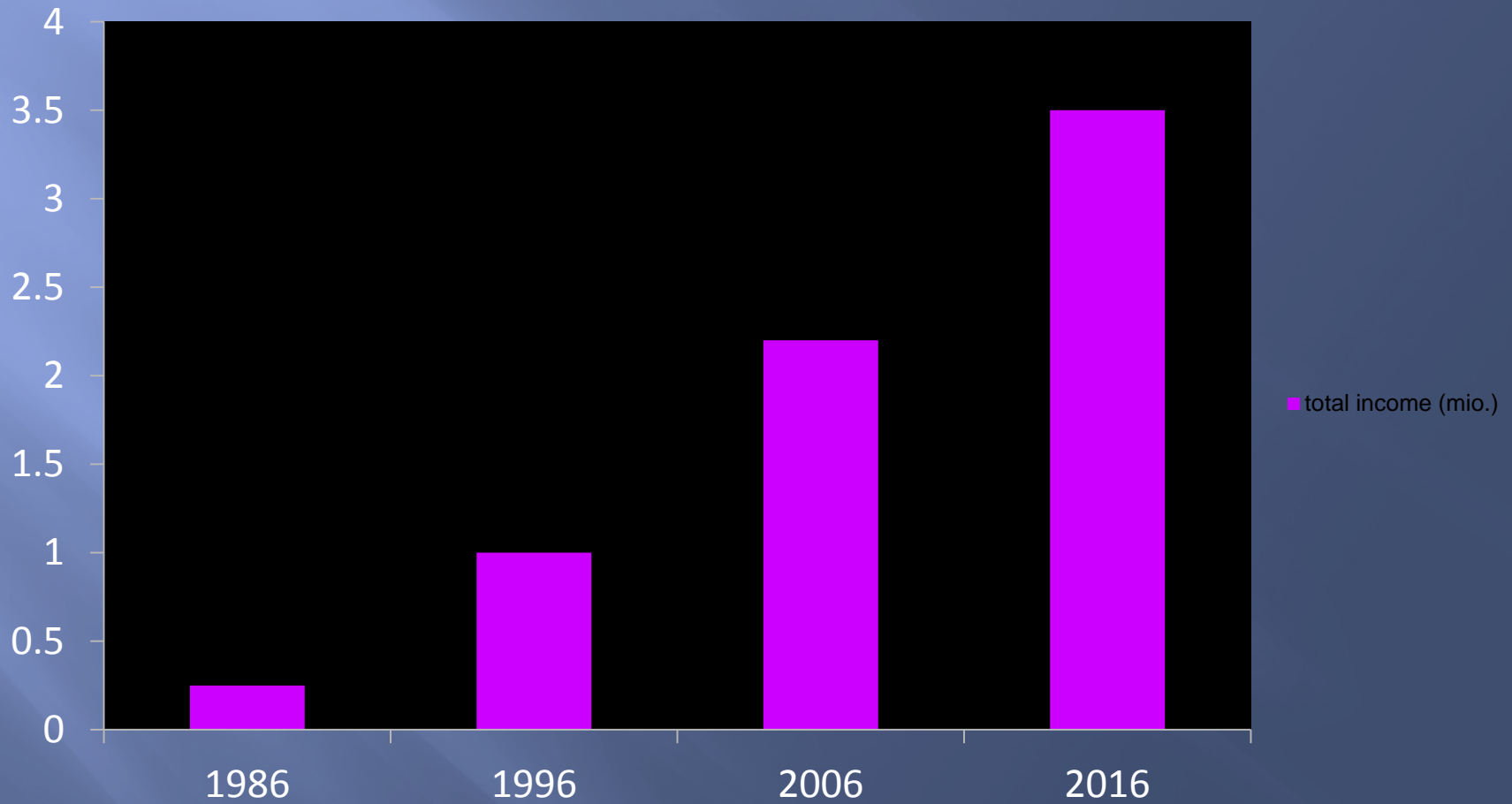
- Management organizes annual meetings on, e.g.,
 - ❖ Relevant developments
 - ❖ Conveying mission and aims of the organization
 - ❖ Future prospects
- Regular Team sessions of the departments to convey
 - ❖ Necessary process
 - ❖ Projects to come
- Public Relations
 - ❖ Networking in economical circles
 - ❖ Participating in organizations representing disabled persons



history & development



history & development



Responsible Leadership in Social Firms

Standards No. 5

- Salaries



Implementation

- The structure of staff salaries are according to:
 - Wages in the different industries
 - At least minimum wage
 - ❖ Gastronomy
 - ❖ Industrial Production
 - ❖ Administration / Services
- And
- ❖ Special remuneration system in central units of organization

history & development

essentials of our work:

Do the best service!

Create the best food!

Always be innovative!

Don't turn off the start up phantasy!

Have fun at work!



... and don't forget to smile!

event catering: structure & service

social events

> exhibitions, congresses, ...

corporate events

> presentations, grand openings, ...

private events

> birthdays, housewarming parties, ...

b to c events

> sale (outdoor events or festivals)



marketing



1986 handing out flyers



2000 starting our own homepage



2004 sending out our newsletters via mail



2010 starting our own facebook-site



2011 starting our own youtube channel



2013 sending out our newsletter via e-mail

Choose life. Choose vegan.

vegan for life

by Lebenswelten Catering



Veganes Fingerfood

Zucchini-Involtini mit Paprikasugo
♥♥♥

Süßkartoffel-Saté mit Erdnussdip
♥♥♥

Gründkern-Bitok mit spicy Dip
♥♥♥

Zwiebelkuchen mit Seidentofu
♥♥♥

Veggie Maki

marketing



Summer of Love

Es war ein Abend, an dem Menschen zusammenkamen – Freunde trafen sich wieder oder es wurden neue gewonnen, Familien versammelten sich, es wurde gelacht, gefeiert, geschmaust – und das alles im unvergesslichen Spirit des Sommers '67, dem SUMMER OF LOVE. Wir ließen die Atmosphäre von Love & Peace und die legendäre Musik dieser Zeit wieder auferstehen. Dazu wurde fröhlich die kulinarische Vielfalt der kalifornischen Küche genossen.



Responsible Leadership in Social Firms

Standards No. 6

- Healthcare Management and Psychosocial Care



Implementation

- Health protection of the whole team is important, of the disabled staff is essential:
- Good contact with the regional medical and psychosocial system:
 - ❖ Early crisis intervention
 - ❖ Analyses of psychological stress
 - ❖ Trainees > special contact to parents and schools

And

- ❖ Steering Group Health
- ❖ Integration Management after return from longer illness

inclusion & vocational training

assistant cook

- 3 years
- especially for people with learning disability
- departments: kitchen, (catering)

31 trainees

chef

- 3 years
- department: kitchen, catering

2 trainees



inclusion & vocational training

specialist in gastronomy

- 2 years
- departments:
kitchen, catering, service

2 trainees



event manager

- 3 years
- departments:
sales, event coordination,
service

2 trainees

inclusion & vocational Training



practical



theoretical



team



social

Responsible Leadership in Social Firms

Standards No. 8

- Personal Vocational Development



Implementation

- The employees can make best use of their abilities if further vocational development is seen by yearly agreements on:
 - ❖ objectives
 - ❖ Training plan
 - ❖ Individual support during training
 - ❖ Encourage peer befriending
- To enable staff in successful leadership, e.g.
 - ❖ Seminars for executive staff

Responsible Leadership in Social Firms

Standards No. 7

- Workers Participation



Implementation

- Employees can participate in the development and improvement of the business by:
 - ❖ Regular meetings
 - ❖ Staff survey on workers opinion
 - ❖ Formal system of suggested improvements
 - ❖ Formal dealing with complaints

Awards

2010 one of the best training companies in berlin
- Chamber of Commerce and Industry -

2011 best practise inclusion
- Federal Ministry of Labour and Social Affairs -

2012 Rudolf-Freudenberg-Preis
- Freudenbergstiftung & BAG IF -

2013 winner – berlin championship for profession
assistant cook: Angus Werchez Basualto
- dehoga Berlin -

