

1.5 Transformation of the companies, changes in the working relations and spin-off	152
1.6 Spin-off as an instrument for creating employment	156
1.7 The spread of the phenomenon, ties, resistance, lack of information	157
1.8 Operational methods of spin-off	160
1.9 The role of the mother company	161
1.10 Spin-off as an instrument of dynamic management of human resources in the company	162
1.11 Conclusions: why should spin-off be encouraged?	164
Some cases of spin-off in Europe	167
<b>CHAPTER 2 Company reorganization and the creation of new entrepreneurial resources: what place for spin-off?</b>	175
2.1 The direct enquiry	175
2.2 Those responsible for personnel in companies that are potential mothers of spin-off businesses: the questions and the answers	177
2.3 The entrepreneurs who head the daughter companies born of spin-off processes: the questions the answers	197
2.4 Co-operatives and spin-off: unconventional relationships between existing businesses and new ones	222
2.4.1 <i>When the daughters are not "normal" companies: a group of co-operatives operating for a major manufacturing company</i>	224
2.4.2 <i>Creation of co-operatives by co-operatives? An example</i>	229