A FRESH LOOK AT WOMEN NETWORKS

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A Fresh Look at Women Networks

The Researchers

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A Fresh Look at Women Networks
An Ongoing Dialogue
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A Real-Life Case Study

Do something on .... Work Life

We aren’t interested in Work Life

Women Network Leader

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The Survey

- 4 Months Fall 2015
- 4 Languages
- Over 1700 respondents
- All Age Groups, Levels, LOS, Industries
- 44% members
- 22% leaders
- 92% Women
- 26% USA

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The Survey Findings

Out of balance: expectations, resources, and metrics

Best use of time? Lack of recognition, lower engagement

Many network members hesitate to recommend their networks

Lower engagement: networks insufficiently supported

Despite much advice, there is seemingly low impact
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Employee Network Diagnostic Grid

<table>
<thead>
<tr>
<th>Network Effectiveness</th>
<th>Organizational Alignment</th>
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</thead>
<tbody>
<tr>
<td>The Personal Network</td>
<td>The Halfway Network</td>
</tr>
<tr>
<td>The Disconnected Network</td>
<td>The Stuck Network</td>
</tr>
<tr>
<td>The Toxic Network</td>
<td>The Mislead Network</td>
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<tr>
<td></td>
<td>The Threshold Network</td>
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<td></td>
<td>The Misunderstood Network</td>
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#### Network Foundation Rules

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<tbody>
<tr>
<td><strong>1.</strong></td>
<td>Align network resources with expectations of the network &amp; its agenda</td>
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<td><strong>2.</strong></td>
<td>Put relevant metrics in place to measure impact &amp; progress</td>
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<td><strong>3.</strong></td>
<td>Consider members’ needs and expectations in network priorities &amp; strategy</td>
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<td><strong>4.</strong></td>
<td>Recognize network leaders for the work they do</td>
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<td><strong>5.</strong></td>
<td>Make the network part of organizational culture to position for success</td>
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Interested In More?

• Research Report Available for Download
• Sign Up for Future Research
• Benchmark Your Women Network
• Let’s Talk

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Thank you

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