

INNOVISOR PRESENTATION

EMPLOYEE APPRECIATION DAY 2020



WELCOME TO THE POWER OF NETWORKS!

YOU SHOWED US YOUR APPRECIATION OF YOUR PAST AND CURRENT COLLEAGUES - THANK YOU!

Thank you for all the nominations you shared to appreciate your past and current colleagues! We enjoyed seeing how this appreciation spread around all over the world. It's incredible to see how contagious positivity can be.

In Innovisor, it made a very feel-good atmosphere! We believe that culture in the workplace and the emotions we are bringing home when leaving work are very important!

As a result, we have become even more convinced of how powerful the networks are. Which is also the world of Innovisor...



We have built this little report to show you what happened this week, while we – together with you – celebrated the cool & kick-ass colleagues. We hope you will be inspired!

Happy Employee Appreciation day! Innovisor



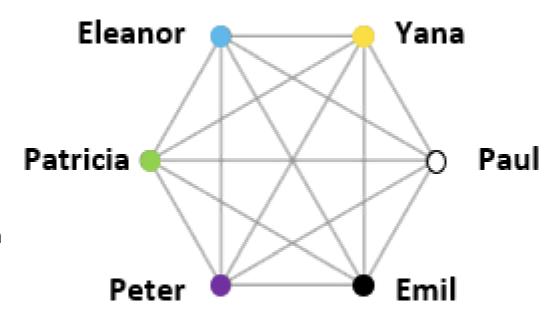
EMOTIONS SPREAD IN NETWORKS LIKE A FLU

Networks hold the power of contagion. Like flu that spreads from one person to another, the same thing happens with feelings, emotions, and perceptions inside organizations.

For organizations, it is vital to know the network and engage with it. Your organizational network is a web of ongoing conversations, which holds an untapped potential when driving change. In fact, they are a hidden asset waiting to be activated.

In the activation, there is a shortcut. Only 3% of your employees shape the perceptions of up to 90% of their peers. Engaging them is key if you want to succeed with any type of change. Otherwise, you might catch the flu of resistance.

But back to your recognitions, let's turn the page and see how the appreciation spread across the world





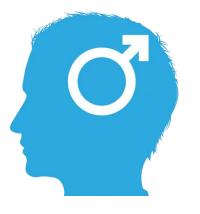
YOUR WARM RECOGNITION SPREAD OVER 16 COUNTRIES





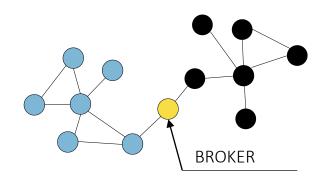
42%

58%





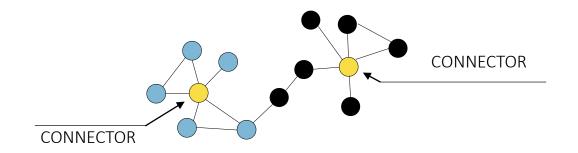
YOU DEMONSTRATED TWO DIFFERENT TYPES OF NETWORK BEHAVIORS



10% OF YOU WERE BROKERS

Brokers are crucial for fostering crossfunctional work. Brokers act as a bridge between two or more groups (in our case between countries)

They are particularly important to engage in Outward-oriented Innovative initiatives



90% OF YOU WERE CONNECTORS

Connectors tie together individuals within a group. Connectors play crucial roles in creating more cohesive organizations.

They are particularly important to engage internal organizational activities; like M&A integration, Organizational Restructuring or Agility initiatives



TODAY, WE CELEBRATE THESE COOL & KICK-ASS COLLEAGUES!

GABRIELA Thanks for all the super nice memories and opportunities for personal and professional development

JANA
Thank you for being my
partner in crime while
vorking on our project!



The names of the people who were recognized by their peers

Jana Bubakova, Richard S. Lalleman, Petr Vanek, Peter Polos, Jeppe V. Hansgaard, Sanne Qvarfordh, Katja H., Nadia N. Niazy, Mike Klein, Hanne Shou-Rode, Roman Molek, Reshma Jain, Charlotte Riberholdt, Abhijit Shanker, Zuzana Bubakova, Gabriela Garza de Linde, Marc Frederiksen, Michael Stehr, Morten Middlefart, Marc O. Kroenke, Peter Blohm, Troels Leyonhjelm-Beck, Anne-Christine Ahrenkiel, Lasse Christiansen, Per Christian Vinnes, Maria Botanska, Pavol Pitonak, Michel Weselling, Martin Kremmer, Tine Skovgaard, Philippe Lortie, Daan Boom, James Kildoo, Jasmina Slijepcevic, Verena Gischik, Erik Caparros Højbjerg, Anja Kjær, Kristian Kreiner, Johanne Baden Schimming, Jesper Schimming, Regan Ranoa, Louise Hauerberg, Hans Christian Iversen, Mia Gotsæad Willum, Louis Wheeler, Klaus Hornbæk Nielsen, Flora Wan, Klaus Thers, Arron Patel, Mathilde Birn, Maje Mullenborn, Christoffer Lynggaard Kønigsfeldt, Eg Nicolajsen, Adrian Maksymiuk, Matthias Cramer, Alma Gudny Arnadottir, Emilie Marie Bech, Marc Kjelurf, Mette Modvig, Cristoffel Dahl Vitrup, Tanja Nadia Petersen, Nikolaous Zafeiridis, Attila Baradnai, Domonkos Kiss, Mate Zombai-Kovacs, Balint Varga, Otto Szilagyi, Alex Silviu Scripcarius, Justyna Bekier, Martina Heiss Holkova, Jitka Polackova Hermanova, Sai Sundar Rajan Raghavan, Petra Kascakova, Janine Minthar Falkenberg, Jana Bubakova, Richard S. Lalleman, Petr Vanek, Peter Polos, Jeppe V. Hansgaard, Sanne Qvarfordh, Katja H., Nadia N. Niazy, Mike Klein, Hanne Shou-Rode, Roman Molek, Reshma Jain, Charlotte Riberholdt, Abhijit Shanker, Zuzana Bubakova, Gabriela Garza de Linde, Marc Frederiksen, Michael Stehr, Morten Middlefart, Marc O. Kroenke, Peter Blohm, Troels Leyonhjelm-Beck, Anne-Christine Ahrenkiel, Lasse Christiansen, Per Christian Vinnes, Maria Botanska, Pavol Pitonak, Michel Weselling, Martin Kremmer, Tine Skovgaard, Philippe Lortie, Daan Boom, James Kildoo, Jasmina Slijepcevic, Verena Gischik, Erik Caparros Højbjerg, Anja Kjær, Kristian Kreiner, Johanne Baden Schimming, Jesper Schimming, Regan Ranoa, Louise Hauerberg, Hans Christian Iversen, Mia Gotsæad Willum, Louis Wheeler, Klaus Hornbæk Nielsen, Flora Wan, Klaus Thers, Arron Patel, Mathilde Birn, Maje Mullenborn, Christoffer Lynggaard Kønigsfeldt, Eg Nicolajsen, Adrian Maksymiuk, Matthias Cramer, Alma Gudny Arnadottir, Emilie Marie Bech, Marc Kjelurf, Mette Modvig, Cristoffel Dahl Vitrup, Tanja Nadia Petersen, Nikolaous Zafeiridis, Attila Baradnai, Domonkos Kiss, Mate Zombai-Kovacs, Balint Varga, Otto Szilagyi, Alex Silviu Scripcarius, Justyna Bekier, Martina Heiss Holkova, Jitka Polackova Hermanova, Sai Sundar Rajan Raghavan, Petra Kascakova, Janine Minthar Falkenberg



FURTHER READINGS ON WORKFORCE CULTURE

Read our

Workforce Culture Resources

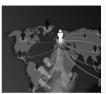
with over 40 pages of interesting articles,
blog posts and cases!



Articles

Collaboration: Multiple offices e

By Jeppe Vilstrup Hansga



20% is the missing number in the business case, when

20% is the friction on collaboration you introduce just because It comes in form of command & control processes, process

However, multiple locations are just the most obvious barrier to to keeping it from acting as

The barriers to collaboration are invisible

Did you know that there are many other invisible barriers to col expertise areas, age groups and hierarchical layers? — Or what a align expectations, or basic sympathy?

The list is of potential barriers to collaboration is endless.

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Who are you collaborating with? Chances are, she just like you

By Jeppe Vilstrup Hansgaard



Last week I discussed diversity with a good US contact. He kept emphasizing, how diversity was a rising topic. Especially in major US companies. He also said:

"No one is really capable of measuring the real diversity in an organization, nor what influence diversity

The discussion reminded me of some surprising research Innovisor did a few years back that formed mopinion. Here are the highlights of what I shared with him.

The Innovisor research got cited in Wall Street Journal, Forbes, and other well-known business media. Even Sheryl Sandberg, COO of Facebook cited our research in her book LEAN IN (page 153, if you want to look it up). See also here: http://blogs.wsi.com/atwork/2012/05/04/picking-someone-for-a-project-

We collaborate with our own gender

We had researched our collaboration data for gender insights. While both men and women said they collaborated with an average of eight colleagues, the makeup of their peer groups bended heavily towards own eender.

In fact, people were 40% more likely to collaborate with a person of same sex than with a person of opposite sex.

The gender bias existed in all countries where Innovisor had data from. From developed nations like the U.S., U.K. and Australia to emerging markets like China, India and Brazil.

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essful relaunch of a cultural transformation



s cultural transformation program. Its aim had been to empower it s decentrally, rather than by consulting with the formal structures. lact, mainly due to unclear communication and a turbulent year for created resistance among the employees.

launch the cultural transformation program. This time they needed to get it right!

They needed to know two things: ald they expect towards the transformation program? – and from

where? luencers that could help their peers see the benefits of the cultural

transformation?

was asked to provide the answers on both.

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READ THE SHORT VERSION

ARE YOU INTRIGUED BY THE POWER OF NETWORKS?

This was just a very light touch on the powerful world of networks and what you can do with the right insights.

Do you want to learn more, have any questions, or would you just love to talk and share insights?

Reach out to us!

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