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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



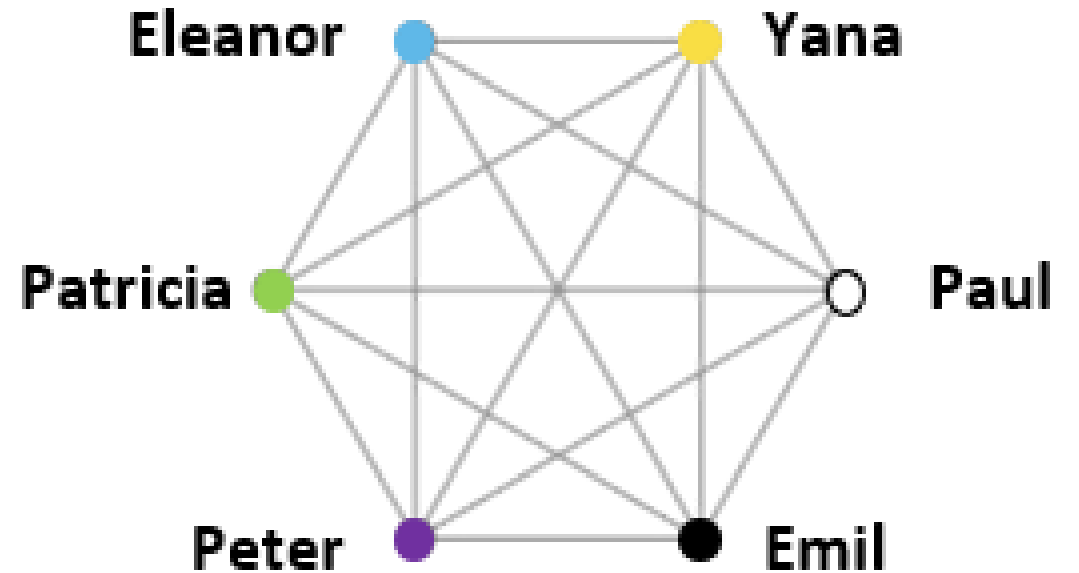
# EMOTIONS SPREAD IN NETWORKS LIKE A FLU

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.

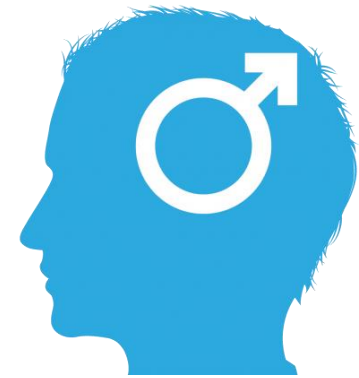
But back to your recognitions, let's turn the page and see how the appreciation spread across the world



# YOUR WARM RECOGNITION SPREAD OVER 16 COUNTRIES

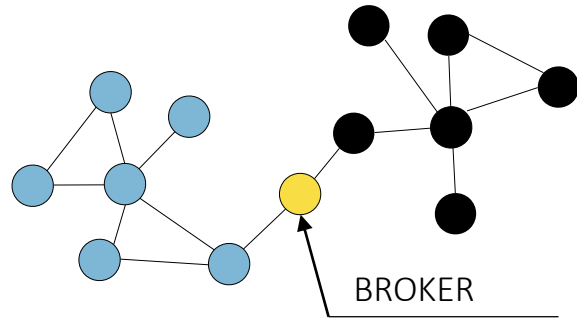


42%



58%

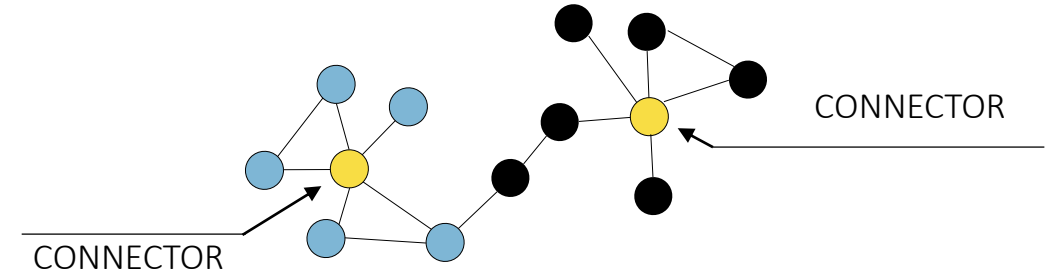
# YOU DEMONSTRATED TWO DIFFERENT TYPES OF NETWORK BEHAVIORS



## 10% OF YOU WERE BROKERS

Brokers are crucial for fostering cross-functional 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 working 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 Køningsfeldt, Eg Nicolajsen, Adrian Maksymiuk, Matthias Cramer, Alma Gudny Arnadottir, Emilie Marie Bech, Marc Kjelurf, Mette Modvig, Cristoffel Dahl Vittrup, 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 Køningsfeldt, Eg Nicolajsen, Adrian Maksymiuk, Matthias Cramer, Alma Gudny Arnadottir, Emilie Marie Bech, Marc Kjelurf, Mette Modvig, Cristoffel Dahl Vittrup, 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

**KATJA**

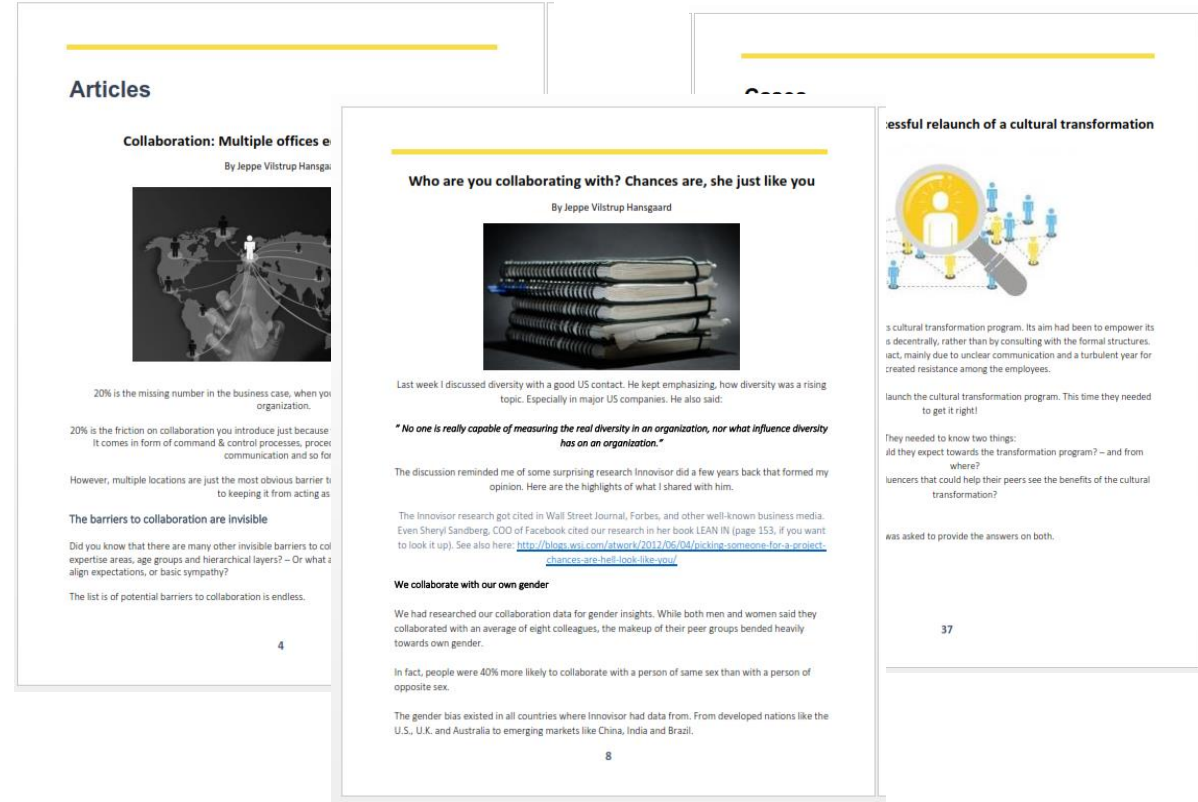
On my journey I have been so fortunate to working with many extraordinary and inspiring people who made work my second 'home'.  
awesomenessoverload





# FURTHER READINGS ON WORKFORCE CULTURE

Read our  
**Workforce Culture Resources**  
with over 40 pages of interesting articles,  
blog posts and cases!



**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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