



RESEARCH PROJECT:

Language and accent bias in organizational networks

**In collaboration
with Heather
Hansen**

November 2022

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RESEARCH PROJECT

BACKGROUND

We see an increasing number of companies speaking about the impact language and/or accent has on how people connect in the informal organizational networks.

The question is: does language or accent impact how well people are integrated into organizational networks? - How does it affect connectivity? – Is this a hidden barrier to inclusion that must be addressed?

DESCRIPTION

Innovisor and Heather Hansen are looking for 10 co-sponsors for research into this field.

Each sponsorship is EUR 2.490,-.

Co-sponsors will get:

- insights on the language and accent biases of their own teams and how it impacts their organizational networks (including comparison with other participating organizations)
- their logo featured in a final summary report that will be published on social media
- the chance to be featured in the upcoming book on 'accent bias' of bestselling author Heather Hansen



WHAT WE LOOK FOR FROM SPONSORS?

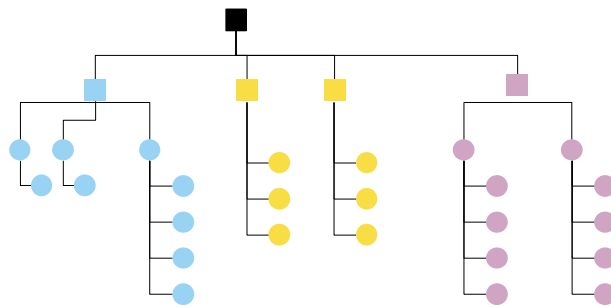
We are looking for 10 (ten) sponsors that match the following criteria:

- English as a corporate language
- Mixed team of native and non-native English speakers
- Team/function/organization of 100-150 people

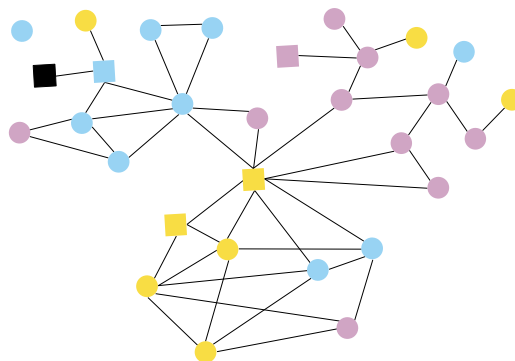
From those sponsors, we need the following:

- Email access to the team. We will share a 5 min diagnostic with them sometime in January-March 2023
- Basic employee data: name, email, location, hierarchy
- Innovisor administers all communication and data collection

WHAT YOU KNOW



WHAT YOU NEED TO KNOW



ABOUT INNOVISOR

Innovisor is the recognized boutique advisory within organizational network analysis. It delivers its organizational diagnostics products and services to clients across the world. It documented and coined the “Three Percent Rule” for the identification of influencers inside organizations.

The clients of Innovisor come in all sizes and from all industries. The one thing they have in common is that they share our belief: if you listen to your people, trust and engage them, there are no limits to what you can achieve as an organization.

Innovisor is committed to the SDGs. Its operations are closely aligned with two carefully selected SDG goals to which it can contribute with the greatest impact – no. 4 Quality Education and no. 5 Gender Equality

Innovisor is also a signatory to the Women's Empowerment Principles as an important part of its commitment to SDG 5 - Gender Equality.



INNOVISOR is organized into two geographic areas: North America and Europe

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