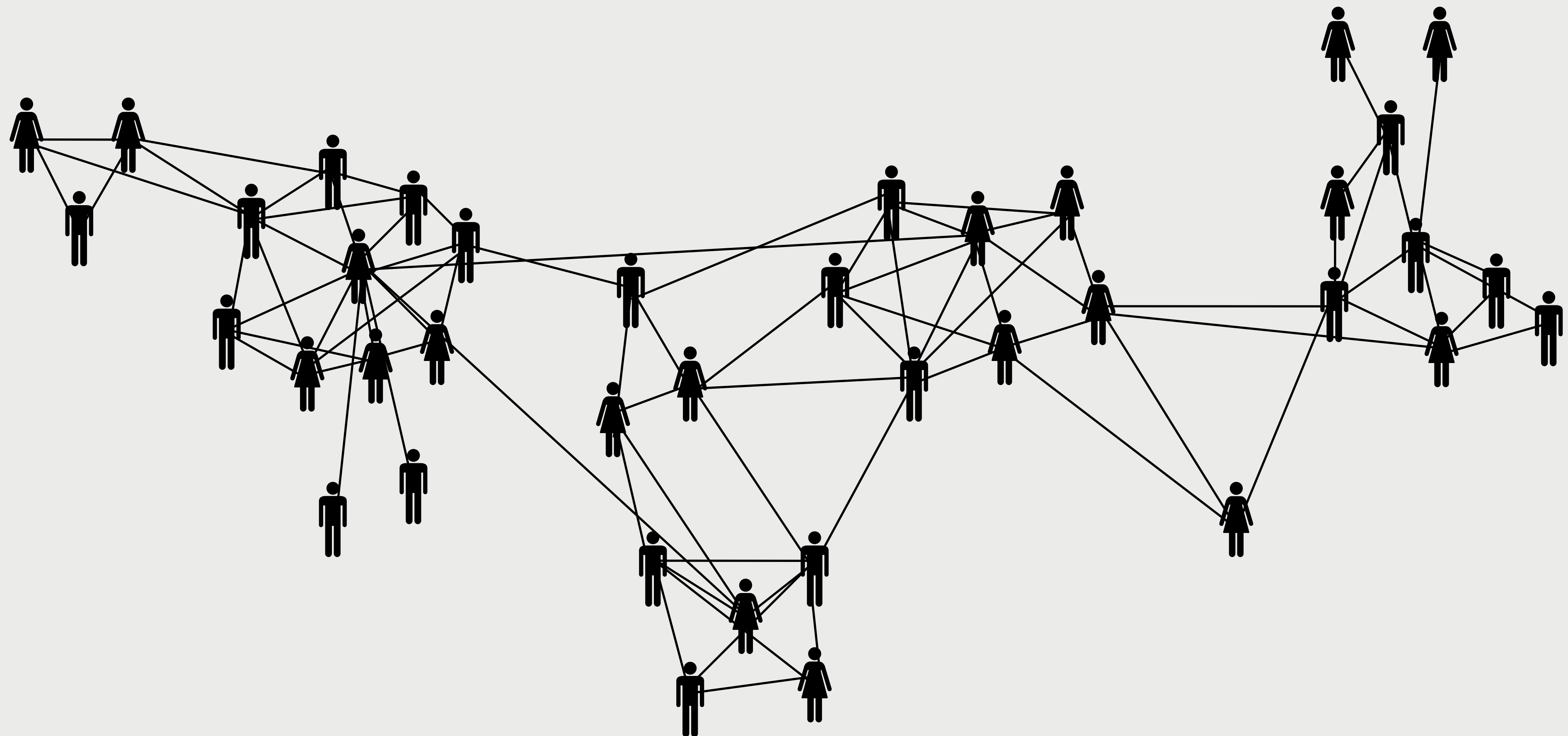
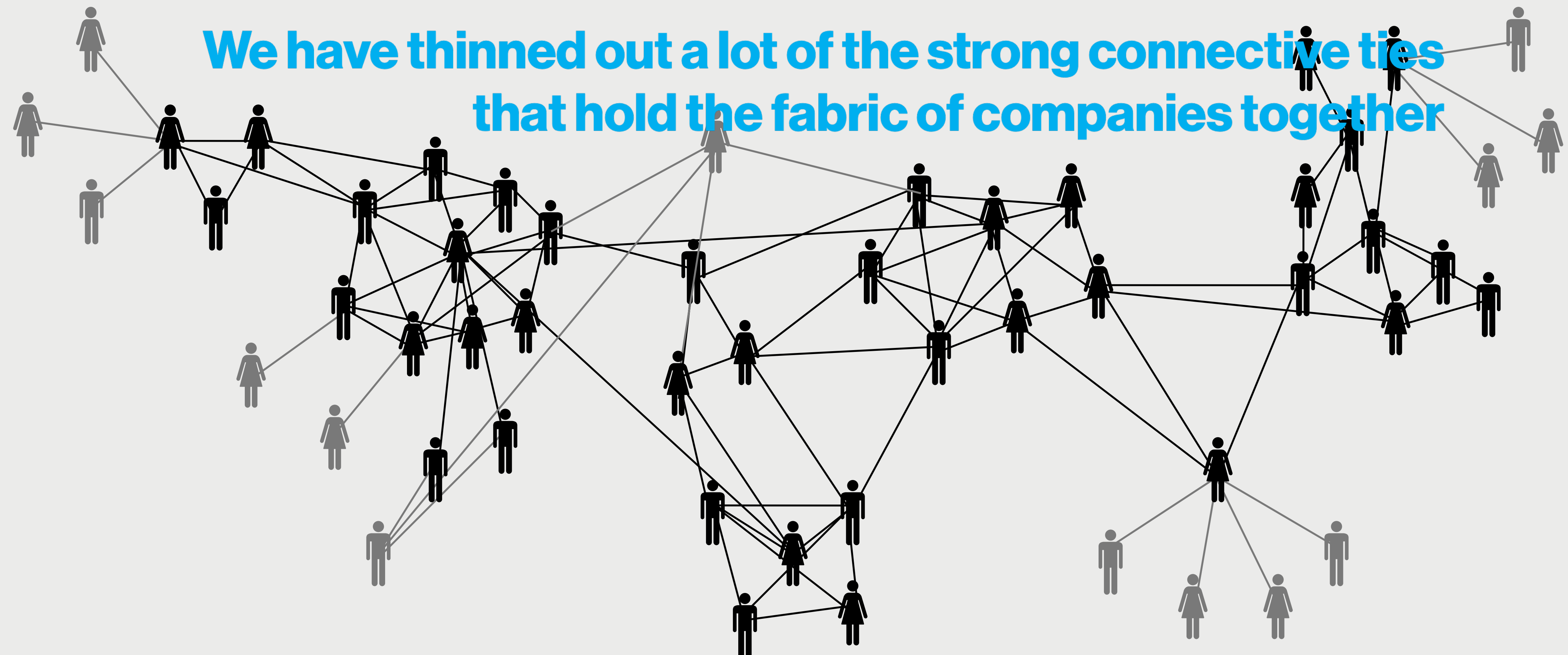


How strong is the connective fabric holding your people together?



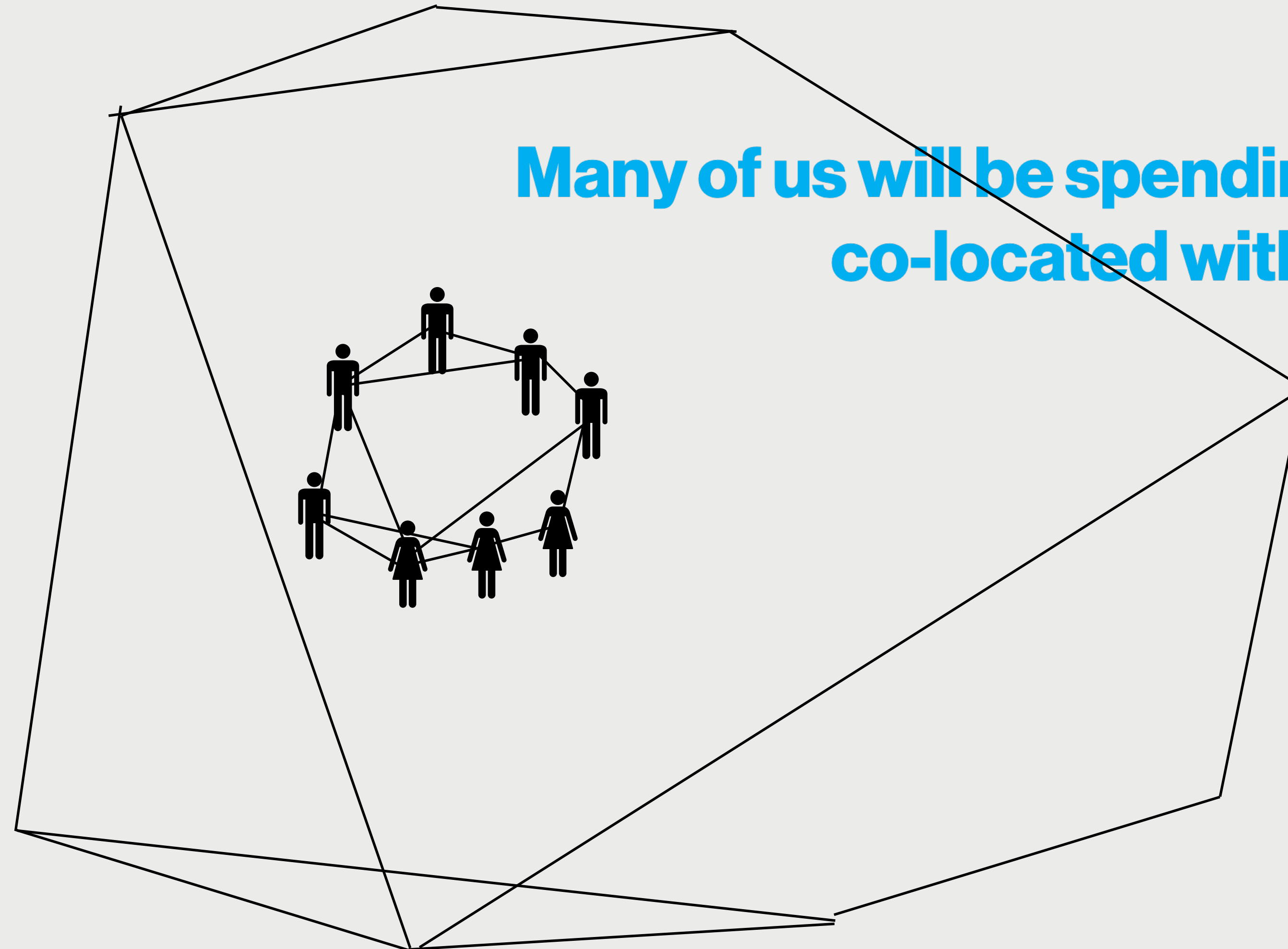
- 1. Why should we be thinking about Social Networks?**
- 2. Thinking about Social Networks differently**
- 3. Frameworks for assessing Social Networks**
- 4. Interventions**
- 5. Q&A**

1. Why should we be thinking about Social Networks?



1. Why should we be thinking about Social Networks?

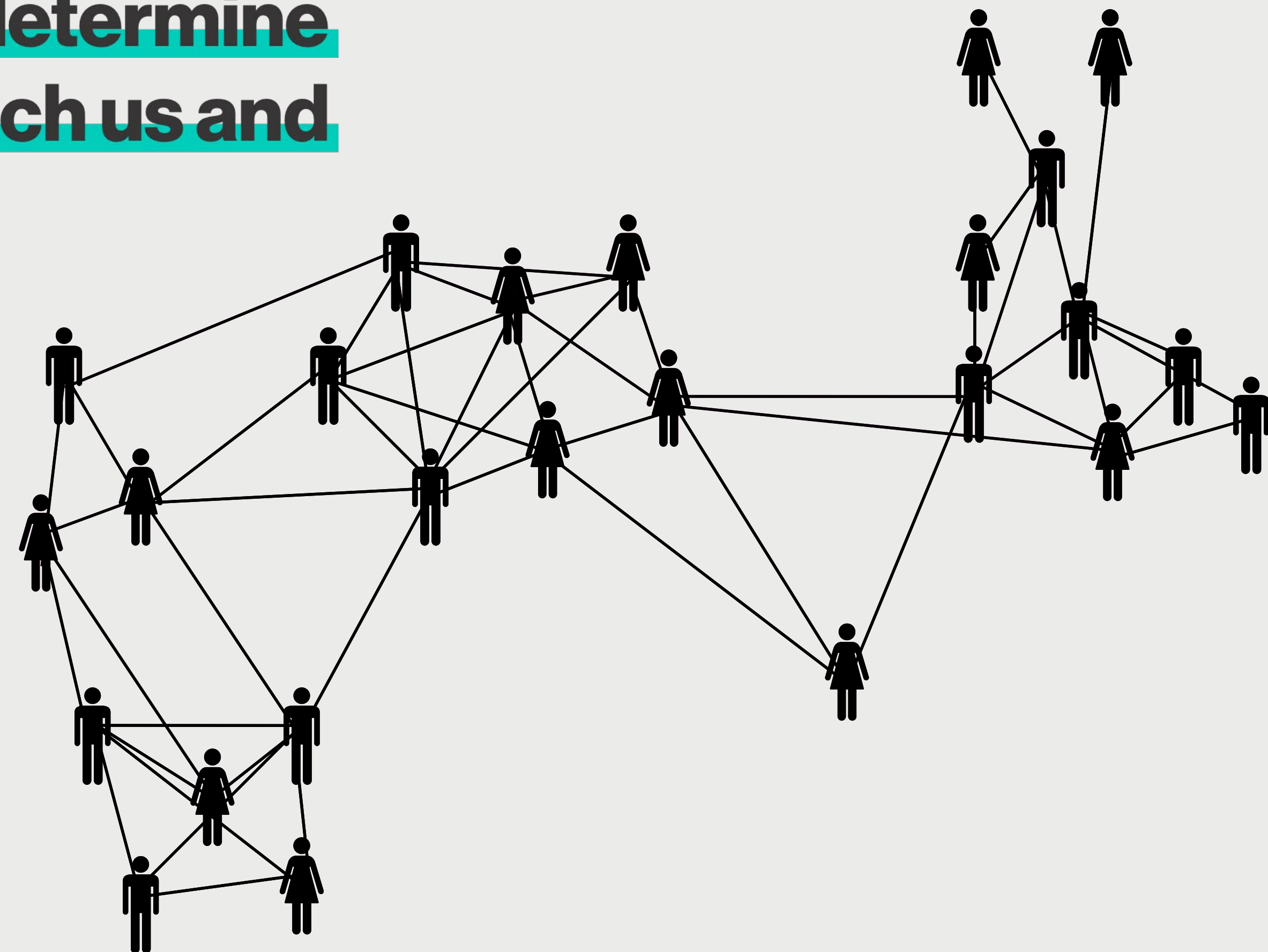
**Many of us will be spending a lot less time
co-located with our colleagues**



2. Thinking about Social Networks Differently

“Social Networks are more than the pipes through which ideas and behaviors flow.

They are also the filters that determine what ideas and behaviors reach us and how we interpret them.”



How strong is the connective fabric holding your people together?



- Culture
- Creativity & Innovation
- Collaboration & Effectiveness
- Employee Engagement & Retention
- Adaptability & Flexibility to Emerging Market Opportunities

Social Networks Underpin all of the Above

3. Frameworks for Assessing Social Networks

Relationship Strength

→ Strong Ties vs. Weak Ties

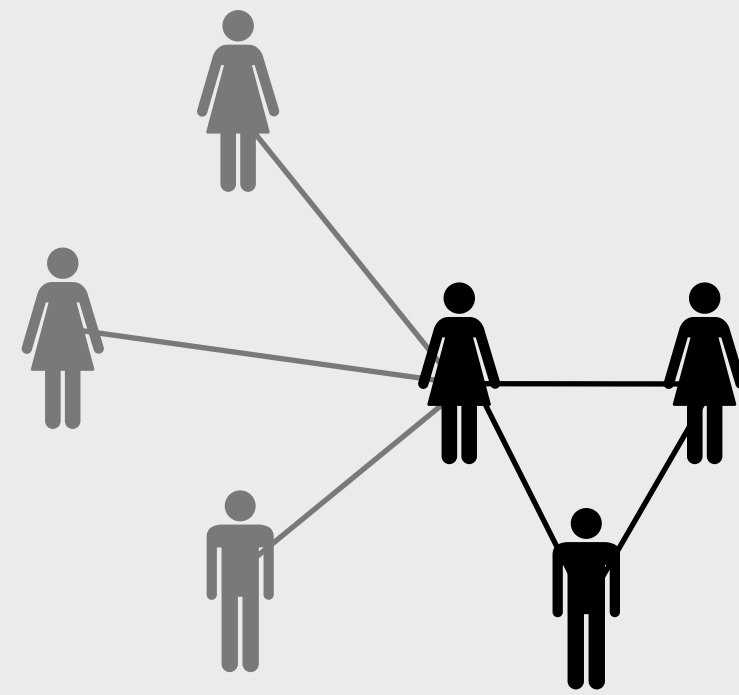
Does a shared sense of trust, vulnerability and personal investment exist between colleagues?

Familiarity of Ideas and Behaviors

→ Familiar vs. Novel Ideas and Behaviors

Does the information or action fit within our preexisting picture of the world?

4. Interventions



People feeling disconnected from their teams and organization

Ask Yourself:

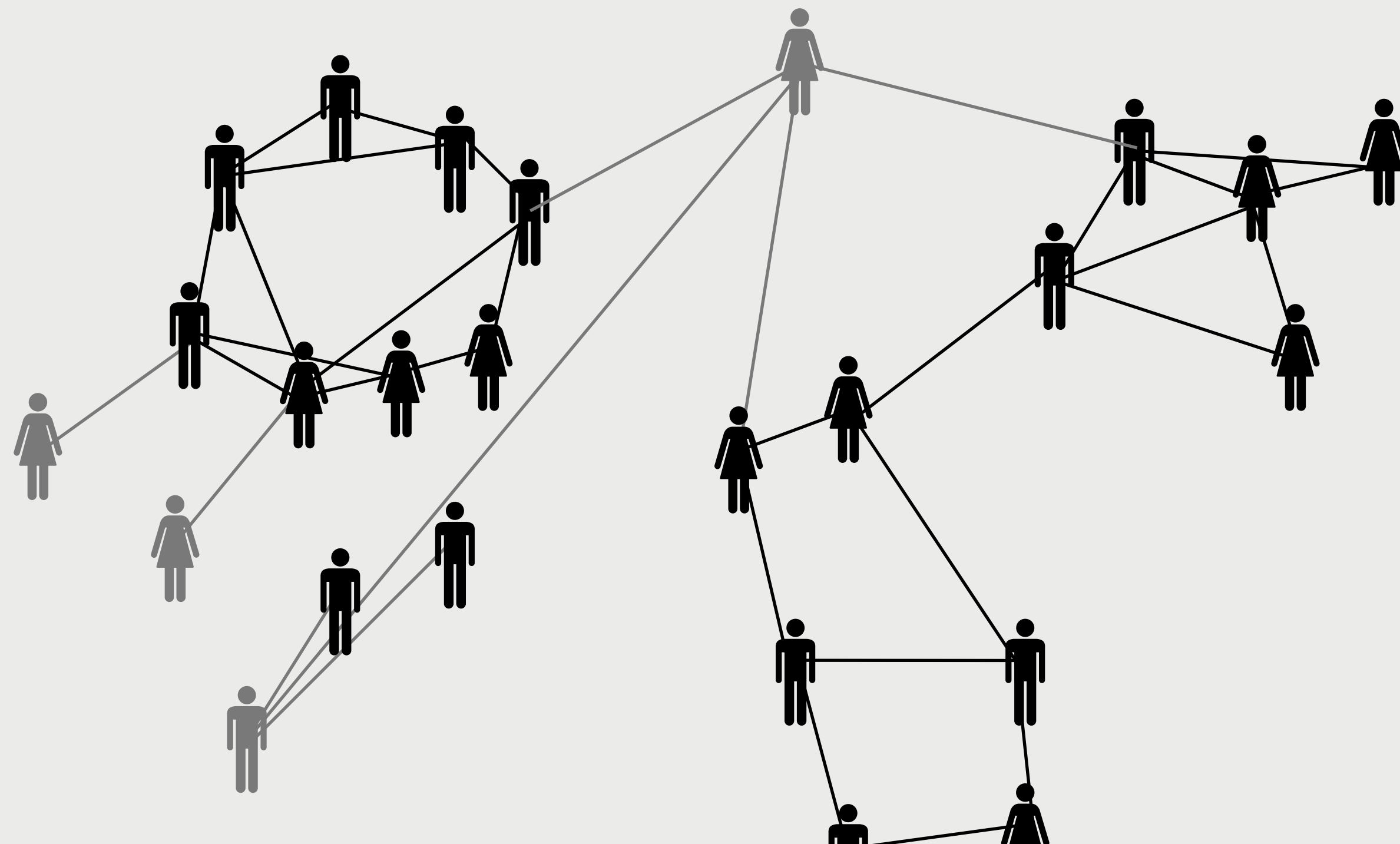
What were the rituals, routines, practices, and moments where people felt like they became embedded into your organization's networks?

Leveraging These Insights:

Replicate or adapt what drove the formation of these strong relationships in online or focused in-person settings

4. Interventions

Thinning of the cross-cutting ties that bind different areas of our organization together



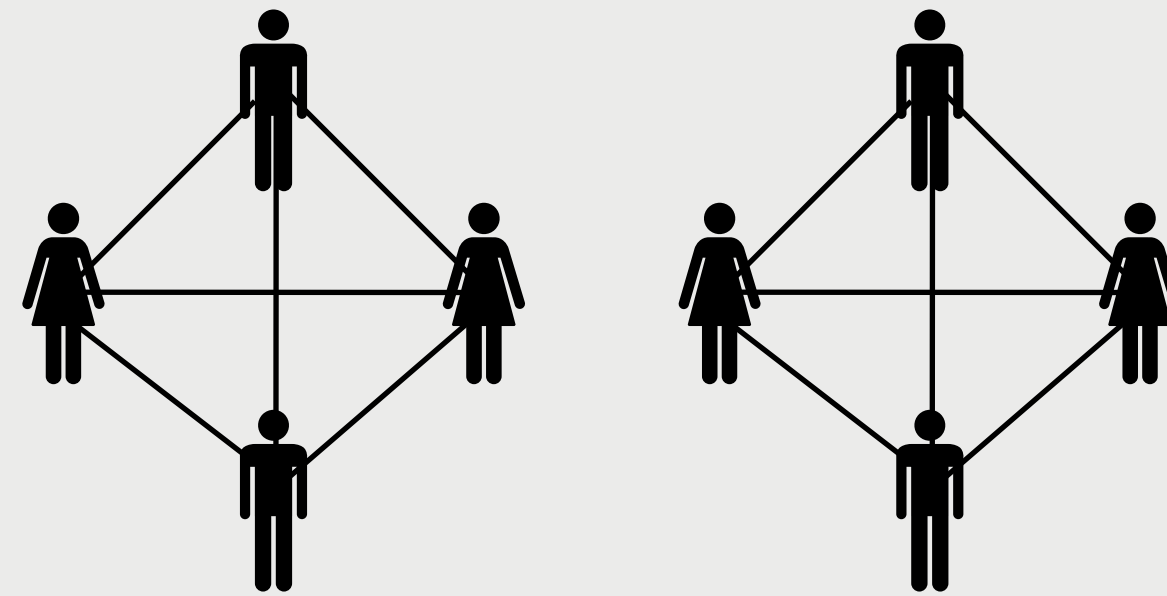
Ask Yourself:

What **groups**, **functions**, **teams**, or **regions** are either weakly tied or not tied together at all?

Leveraging These Insights:

Create new contexts,
online and in person,
for these people to connect and interact

4. Interventions



**People are struggling
to collaborate**

Ask Yourself:

What functions or domains
need access to each other's
bleeding-edge ideas or insights?

Leveraging These Insights:

Create temporary incubators
where colleagues can immerse themselves
in each other's work.

5. Q&A

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