

OUH - November 2021

Uformelle Organisationer og Netværk

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Jeppé Vilstrup Hansgaard

- CEO
- Far til 3
- Aktivt engageret i atletik
- Arbejder globalt med uformelle organisationer og netværk



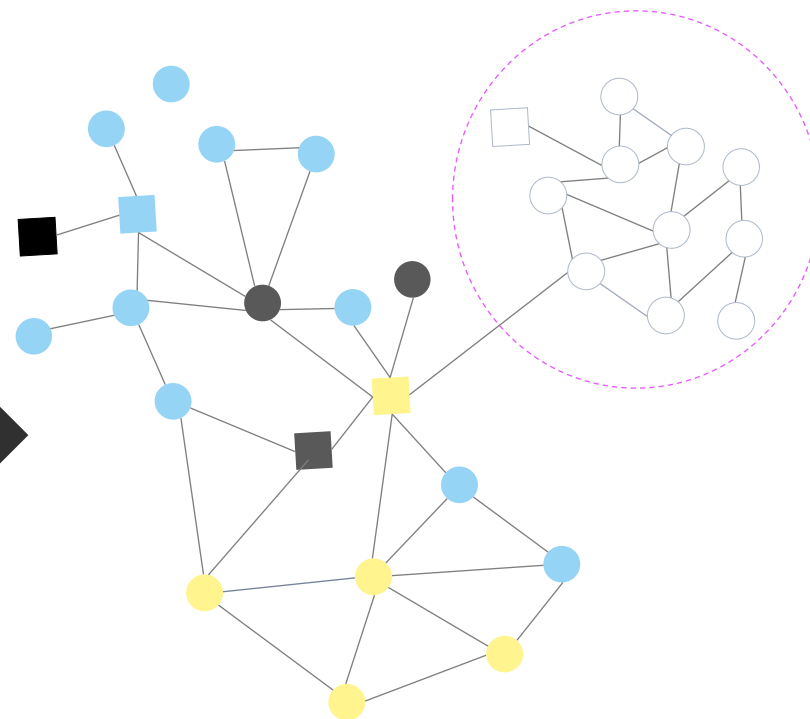
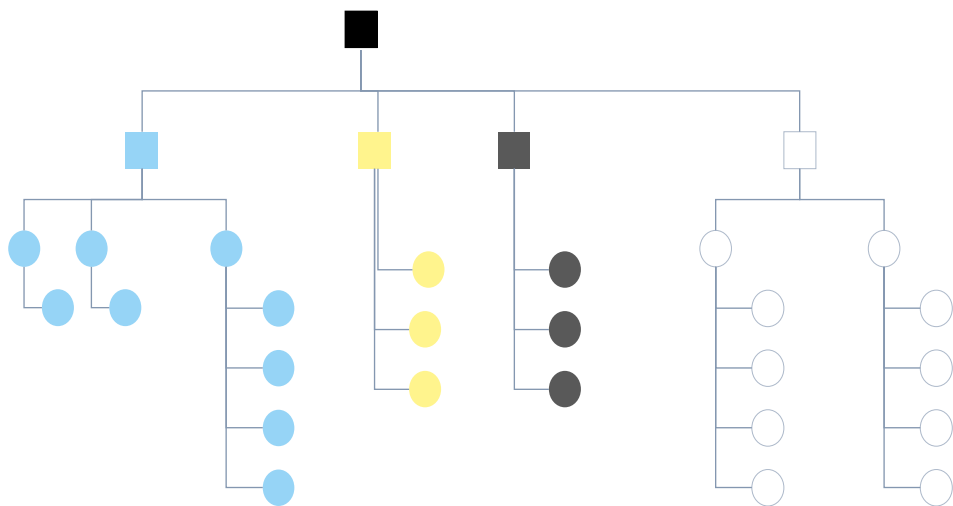
I Innovisor...

- ... ser vi mennesker som det vigtigste aktiv
- ... agerer vi 'wing-man' for modige ledere, der deler vores holdning
- ... er vi en succes, når de er



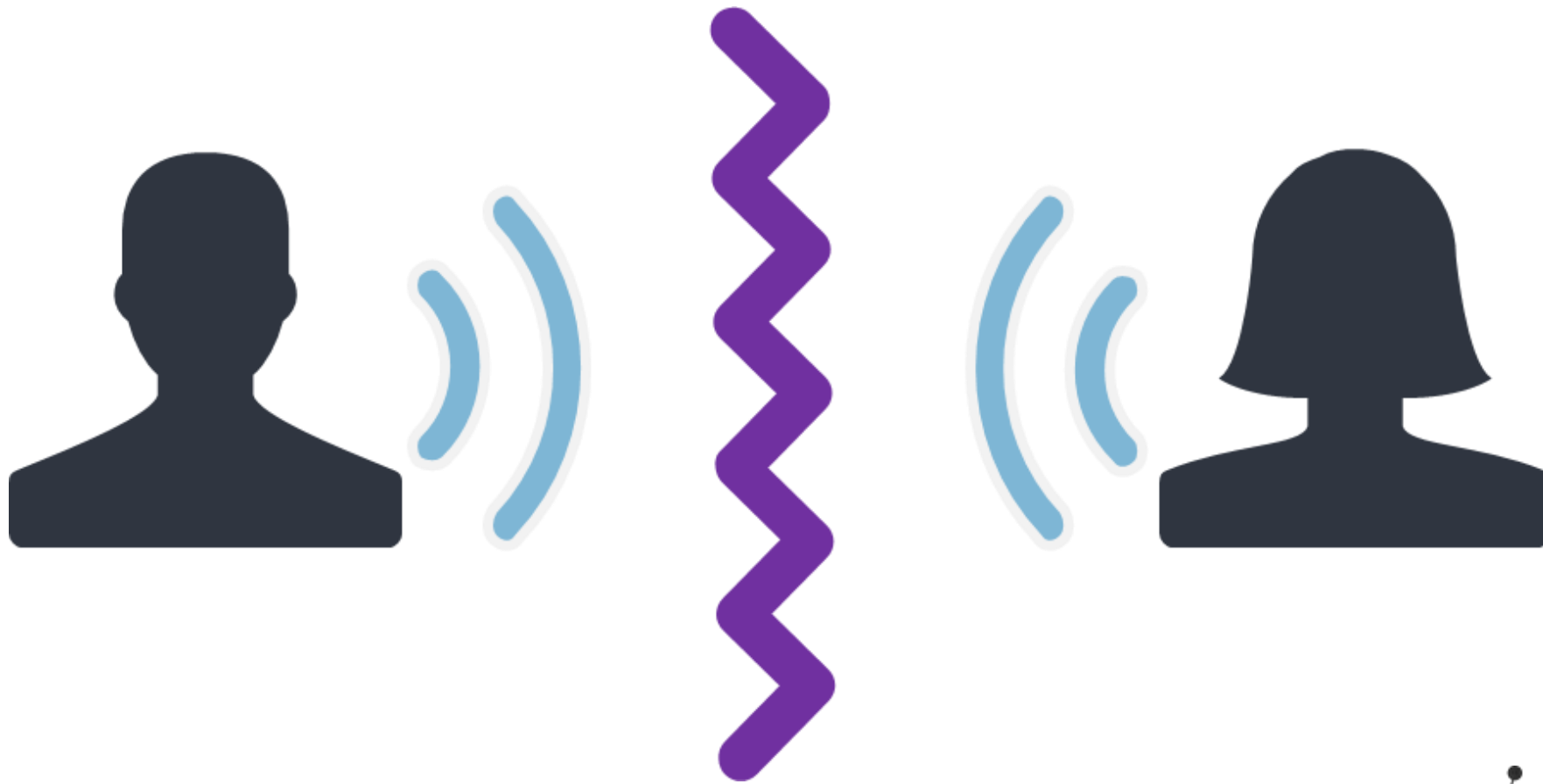
Først, En Lille Historie...

Det, du kender...

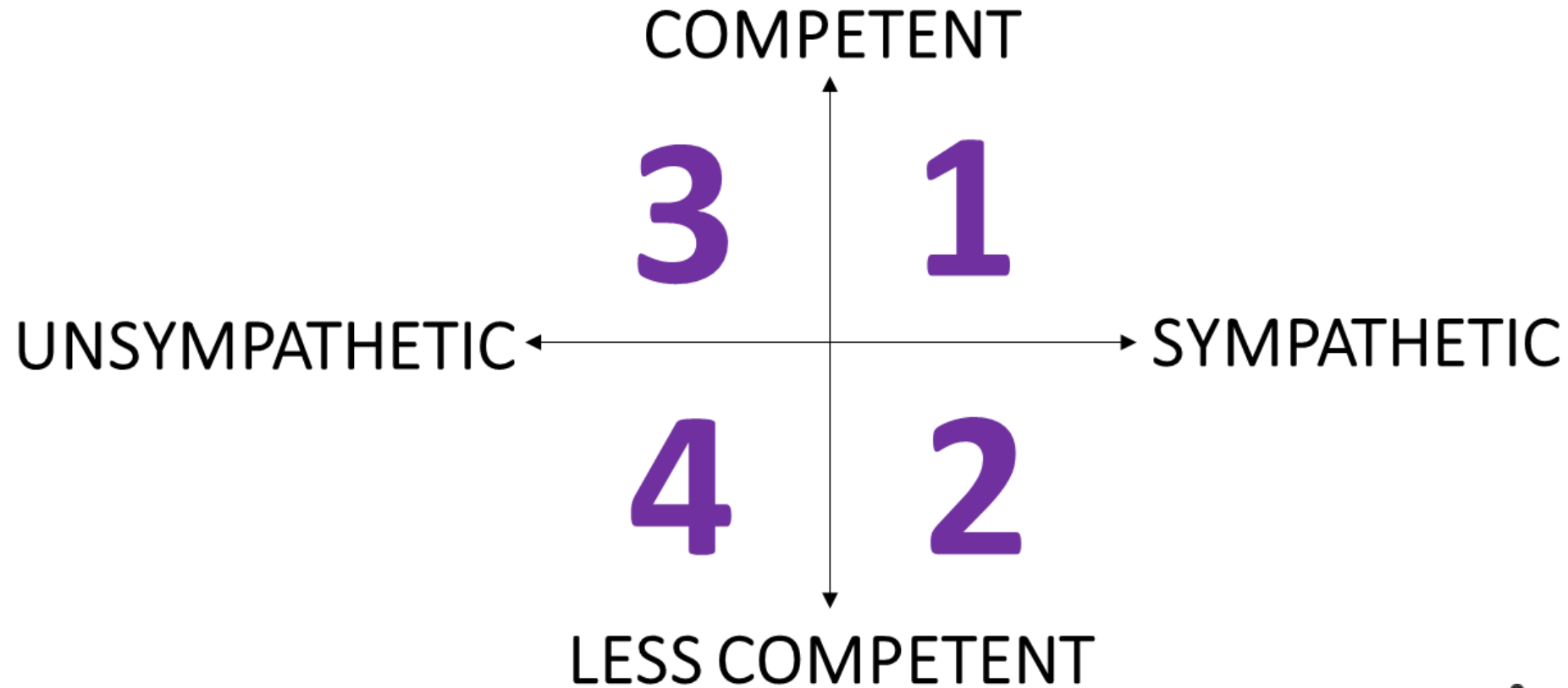


...Det, du skal vide

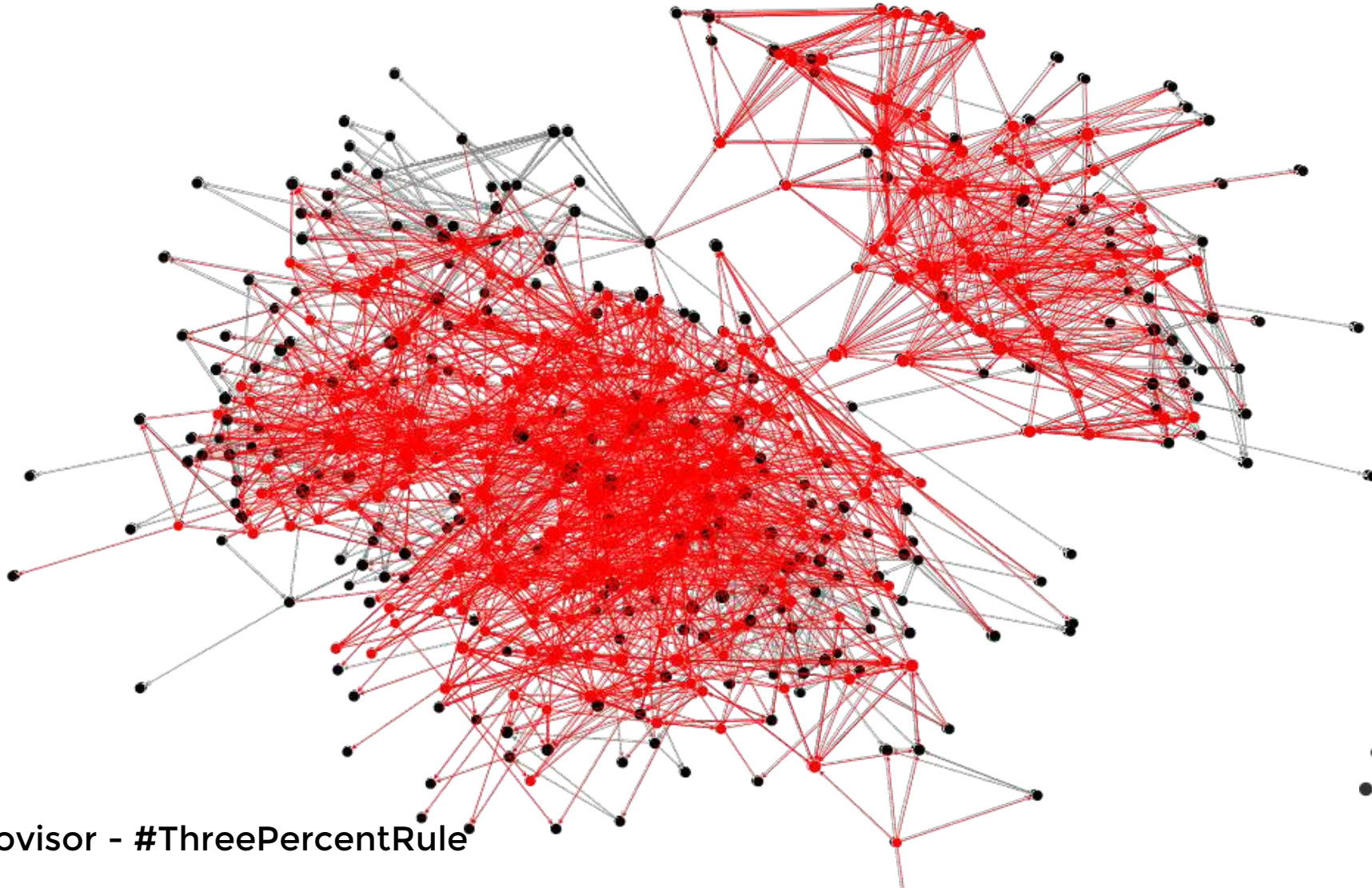
Øvelse - Hvad 'Connector' Ikke Folk?



... Sympati vs Kompetensi



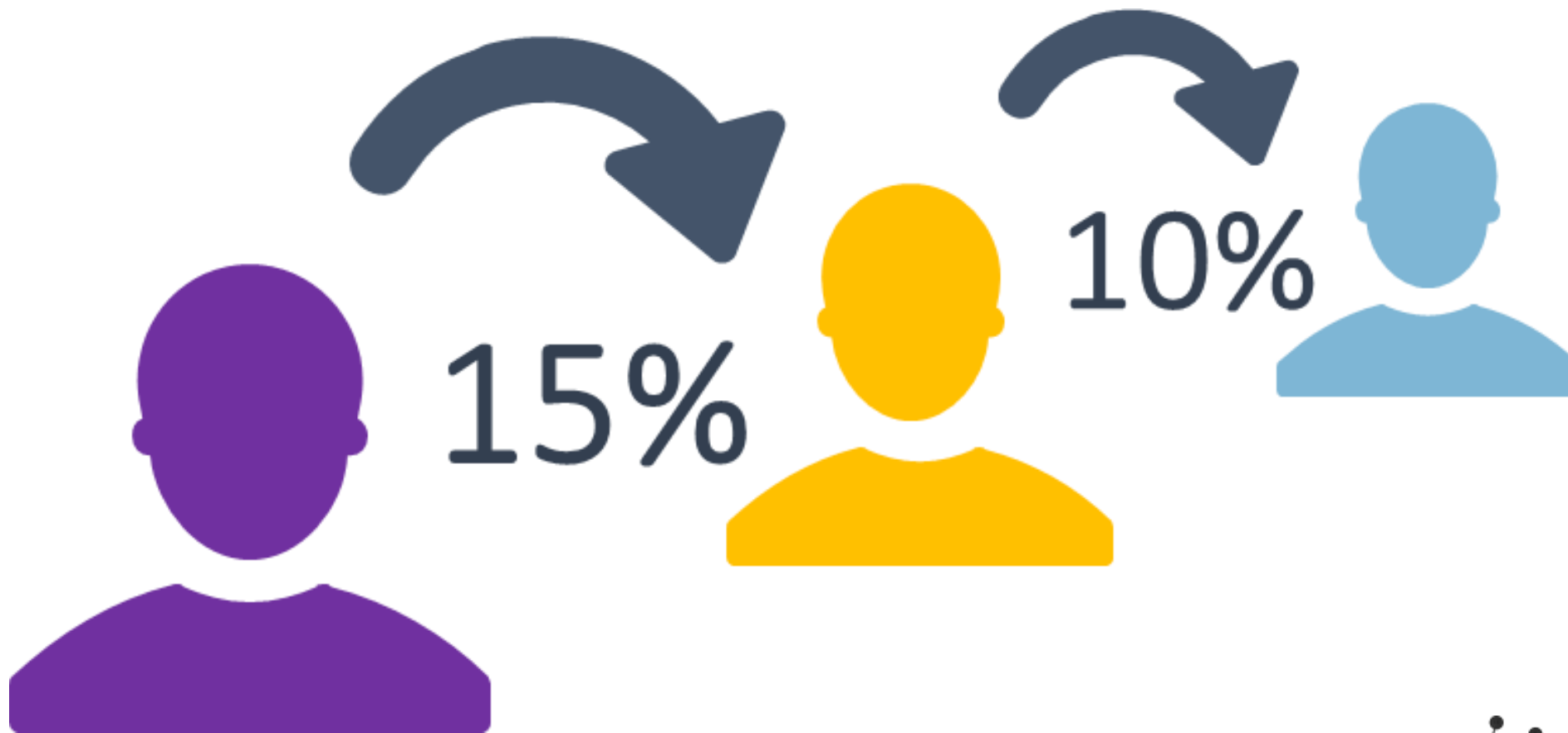
... 3% Driver Holdningerne Hos 90%



Source: Innovisor - #ThreePercentRule

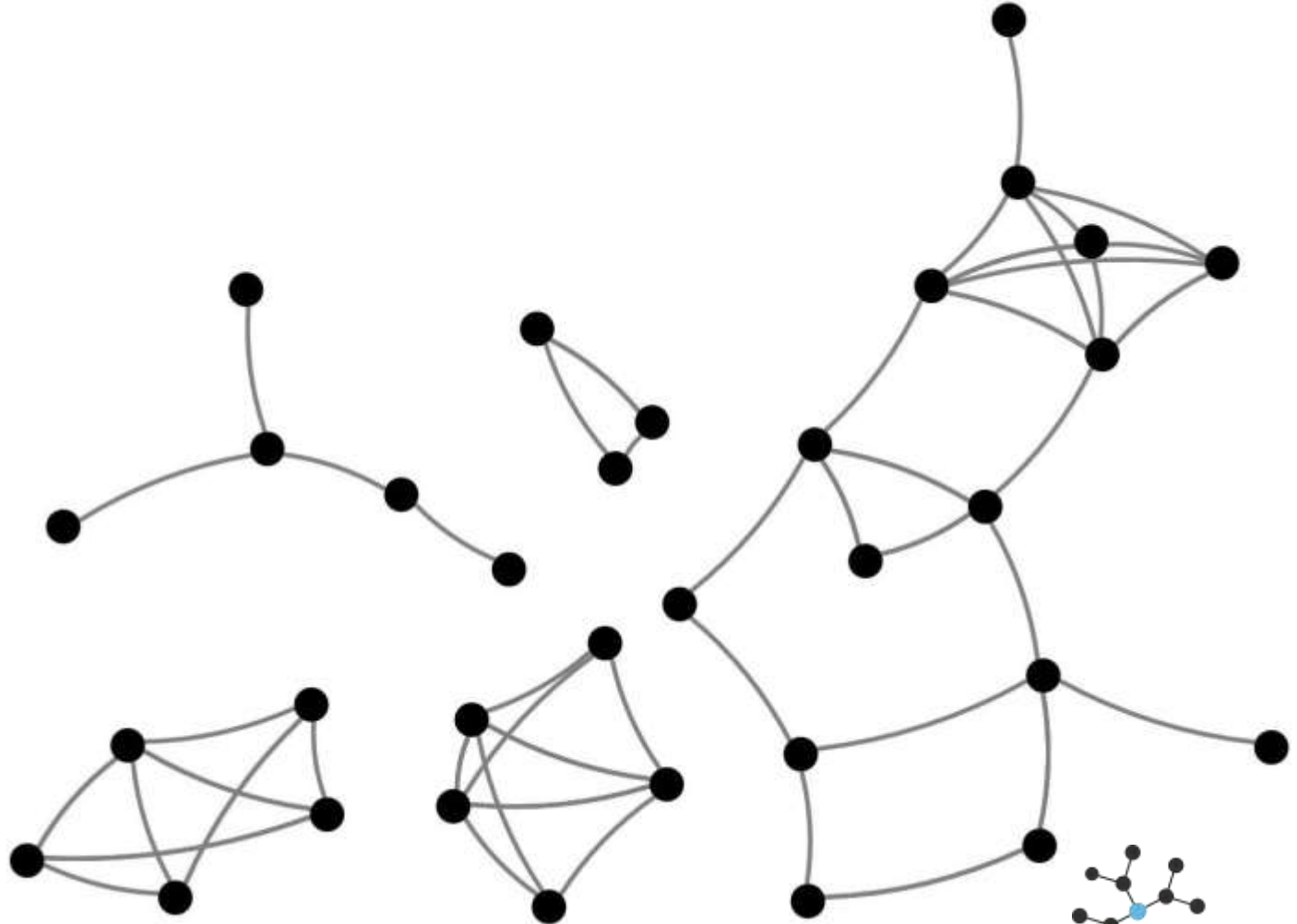


... Følelser Smitter



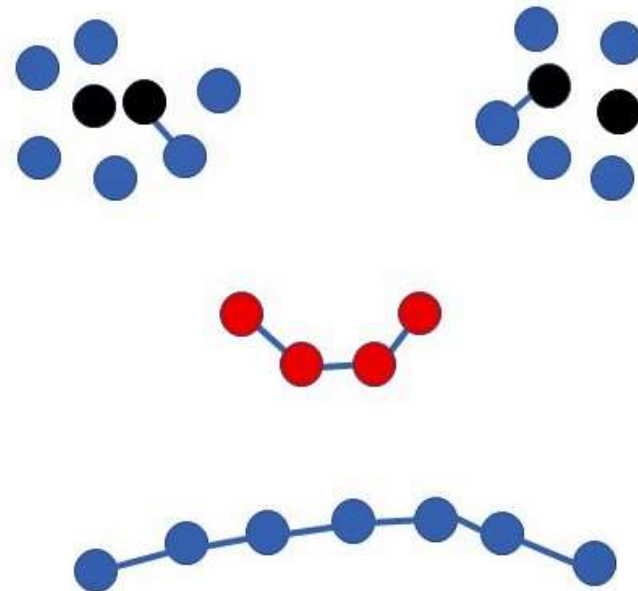
Organisationer Er Blevet Mere Fragmenterede

30%



'Time-to-Integration' af Kollegaer

x2



'The Great Resignation' er i Horisonten

50%

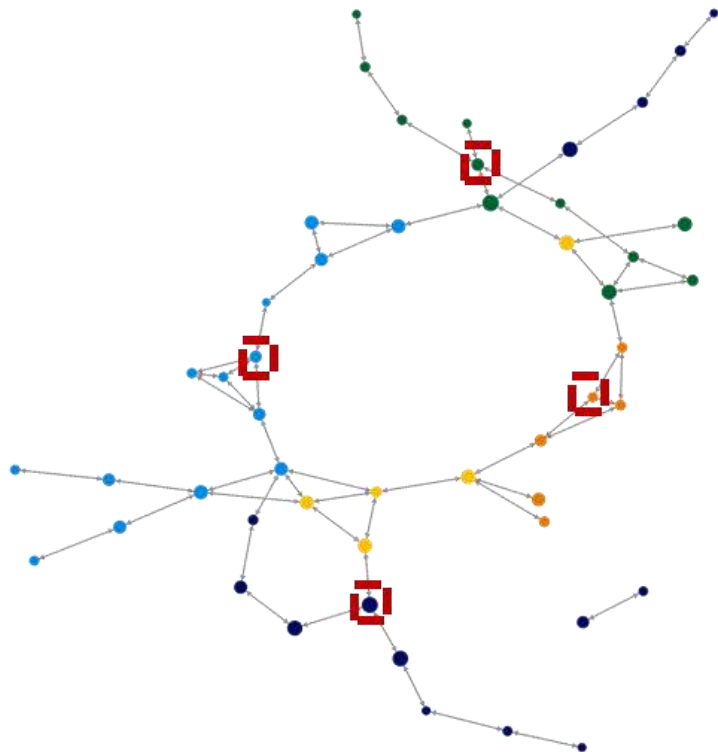


Bliver Den Efterfulgt af en Katastrofe?

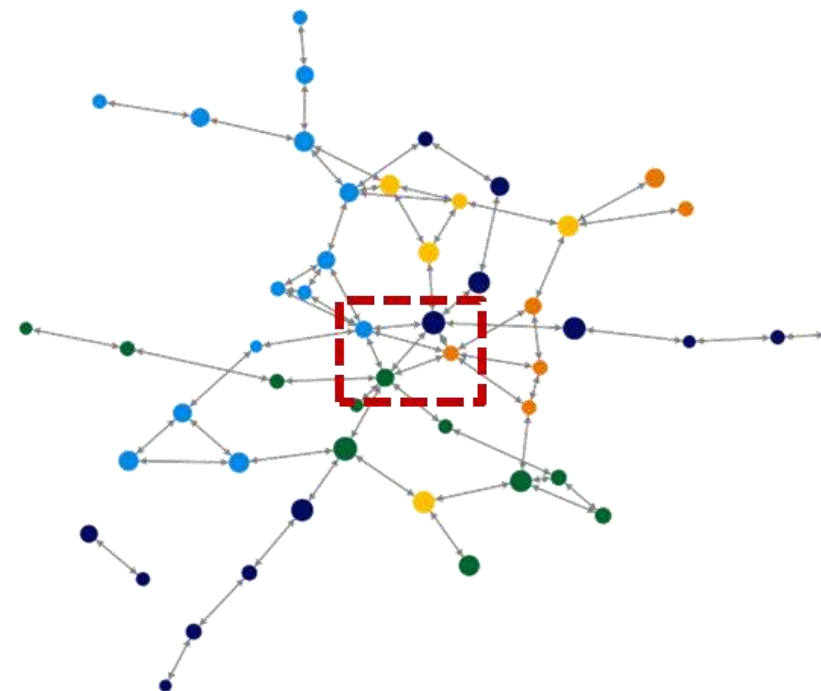
500%



Eksempel – Risikoene ved Fragmentering



Problem



Løsning

Øvelse – Hvordan Forbinder Man?



Gode Råd

- Forstå jeres interne og eksterne netværk og hvordan det påvirker holdninger
- Sæt mål
- Disciplinér forbindelser
- Mål fremdrift

Lidt læsning

- [Ignoring the Social Structures Comes with a Price – How to calculate the business case for improved onboarding onboarding and connectivity](#)
- [The Next Tsunami Hitting Corporations – and what you can do to avoid it](#)
- [Quitting is Contagious](#)

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 identification of influencers inside organizations.

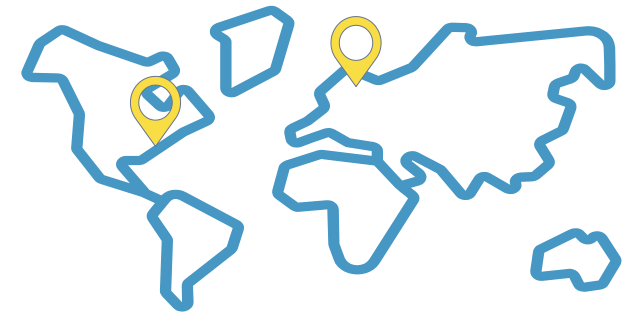
The clients of Innovisor come in all sizes and from all industries. The one thing they have in common is that they share our belief: if you listen to your people, trust and engage them, there are no limits to what you can achieve as an organization.



The operations of Innovisor is closely aligned with the two SDG goals to which it can contribute with the greatest impact – no. 4 and 5 – Quality Education and Gender Equality.



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