**Connected Commons**

*The Connected Commons is a community of people who believe that in an interdependent world, networks are now the organizing principle of our social and organizational lives. We seek to develop network ideas that advance the performance and well-being of individuals, organizations, and society as a whole.*

The Connected Commons’ program of research focuses on the application of network ideas and tools to organizational change and alignment, talent optimization, and leadership effectiveness—areas that can have an immediate and significant impact for member organizations. Outcomes from these three content domains include network tools and frameworks as well as new ideas and insights presented in easily accessible formats. Connected Commons members can explore this research, inform the research agenda, and share their own best practices through face-to-face and virtual forums throughout the year.

**Annual Full Member and Quarterly Interest Group Meetings.** A series of face-to-face meetings helps members learn, share best practices, and build a vibrant network.

- **Annual Full Member Meeting.** Two representatives of each member organization attend this large-scale event, which combines keynote presentations by well-regarded thought leaders and panel sessions exploring companies’ experiences implementing network practices. An agenda for our March 2015 meeting is attached.

- **Quarterly Interest Group Meetings.** Each quarter, one of four interest groups—talent optimization, leadership, organizational change and alignment, and tools and methods—is hosted by a member organization for a problem-solving session in which members discuss their experiences and work to develop solutions and tools that can be shared with the broader membership.

**Webinars.** A variety of virtual forums advance thought leadership in each interest group as well as address general application of the network ideas.

- **Quarterly Interest Group Meetings.** Each interest group hosts a quarterly webinar featuring a thought leader and/or a case discussion of one or more organizations’ experiences implementing network tools and techniques.

- **Monthly Network Overview and Discussion.** Rob Cross leads a monthly 90-minute webinar providing an overview of organizational network analysis (ONA) and its application to talent optimization, leadership, and organizational change and alignment.
These webinars answer individuals’ questions about ONA and the Connected Commons and help disseminate network ideas throughout member organizations.

- **Monthly Network Visualization and Quantitative Analysis.** Andrew Parker and Sal Parise lead a monthly 90-minute webinar reviewing high-level steps in conducting an ONA and the visual and quantitative analytics that HR executives and leaders find most useful. These sessions orient members to the software, tutorials, and practice data sets available to them.

**Early Access to Research.** Research sponsored by the Connected Commons is easily accessible and immediately applicable to members.

- **Best Practice Summaries.** Each interest group produces a two- to three-page best practice summary developed in conjunction with a member organization.
- **Content Domain Research Reports.** The Connected Commons sponsors one major report each year documenting best practices and leading ideas in one of the content domains.
- **Written Case Studies.** Three- to five-page case studies profile current applications of network ideas within organizations. These cases cover areas such as organizational change, innovation, talent optimization, leadership effectiveness, organic growth, decision making, and organizational alignment.
- **Slide-Based Case Studies.** 12- to 15- slide case studies present the full sequence and scope of a network analysis project, from understanding the presenting issue to taking action on the basis of network data.

**Access to Leading Social Network Analysis Software.** Members who want to conduct network analyses in their own organizations have access to software and other analytic tools (along with tutorials and sample data sets) that support traditional survey-based approaches and analyses of e-mail and social media links.

**Access to Next-Generation Tools and Methods.** The Connected Commons helps member organizations turn ideas into action through a variety of tools and supporting materials.

- **Intervention Guides and Frameworks.** Tested facilitation guides help members derive results from a network analysis on a range of fronts: organizational change, innovation, talent management (e.g., on-boarding, succession planning, career development, leadership effectiveness, and diversity), leadership, and knowledge management.
• **Video Support.** Videos of experts offering valuable advice and of leaders describing their own experiences with network analysis will be developed to support network-based activities or interventions in member organizations. For example, the leadership interest group is developing videos from experts and leaders that describe personal networking best practices as well as stories of traps or failure points. Member organizations can use these in conjunction with leadership programs, on-boarding programs, career planning discussions, etc.

• **Streamlined Network Analysis Methodologies.** As opportunities arise, the Connected Commons will explore methods for capturing and acting on network analysis data. We are currently investigating streamlined sampling approaches that would dramatically shrink the response rate required from a survey-based network analysis, and we are emphasizing e-mail and other passive data that could provide real-time insights into a range of change, leadership, and talent opportunities.

**Peer Network of Global Organizations for Knowledge Sharing and Best Practice Transfer.**
The network of member organizations is the heart of the Connected Commons. This network will be continually strengthened through members’ involvement in face-to-face and virtual forums, interest groups, and the Commons’ robust social media presence.

Please contact Rob Cross (rlcrossjr@gmail.com) if interested in joining the Connected Commons.