Vienna-Based IO HR Network –

A case study on creating a Platform for Best Practices among international organizations
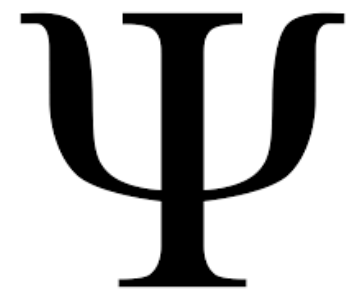
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Vienna, Hofburg

9 & 10 September 2019

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About me

Agenda

- **Professional networks – Challenges and Opportunities (Brief Discussion)**

- **Why create a network in Vienna?**

- **How did we get started?**

- **My ingredients**

- **IO representation**

- **Topics discussed**

- **Working Groups**

- **Challenges and (possible solutions)**

Challenges and Opportunities

- Are you currently / or have you been part of a network?

- What are the main challenges in keeping it going? If you're not longer, why did you give up?

- What is most beneficial about participating in such communities?

- In an ideal world, how would your network look like?

5

minutes

Information has no value if not shared

- "Research shows that networks give people access to information, such as advice and problem-solving assistance, among other benefits. Over time, this information access helps people acquire the knowledge and competencies that are necessary to succeed at work and better handle challenges." (Francesca Gino, a professor at Harvard Business School and coauthor of "Learn to Love Networking").

- Incorporate networking in your professional routine! 85% of all jobs fill via networking (Lou Adler CEO of Performance-based Hiring Learning Systems).

Why Create a Network in Vienna?

Home to a large IO community of HR practitioners

Diversity of backgrounds and Ideas to develop best practices

IO's working in silos

Similar topics: gender and geographical diversity, re-skill and upskill of employees, limited resources

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How Did We Get Started?

HR Leadership Support

Develop proposal and Agenda with goals

Identify potential "influencers" and "connectors" within community

Invite targeted stakeholders for first meeting to develop joint objectives and ascertain common ownership

My ingredients
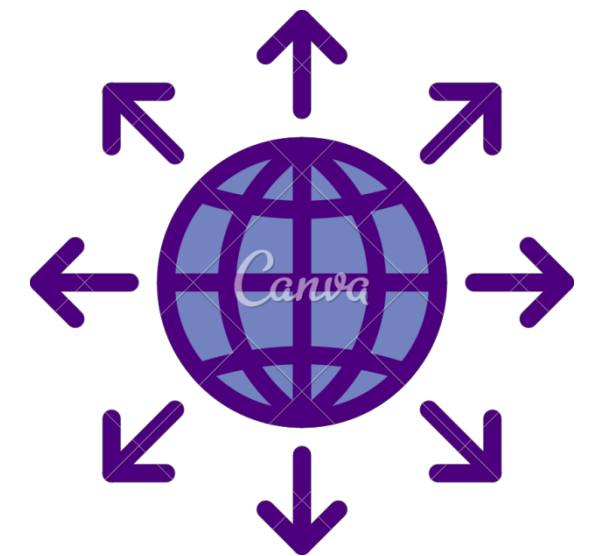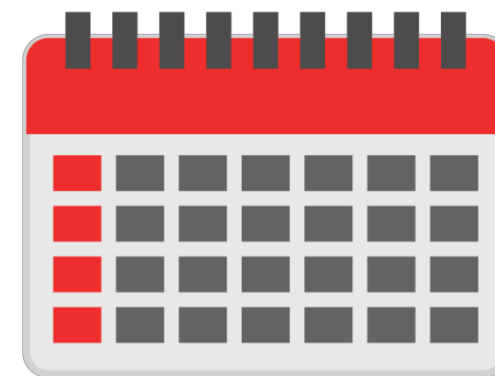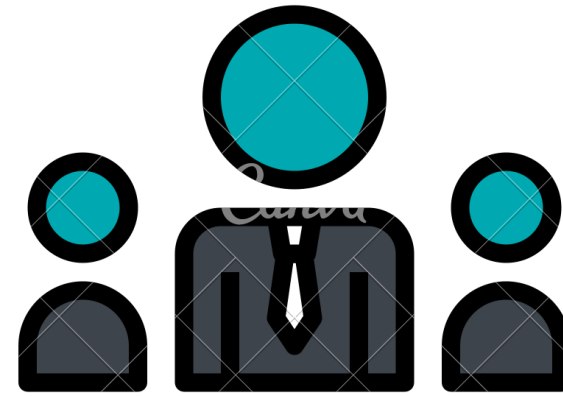
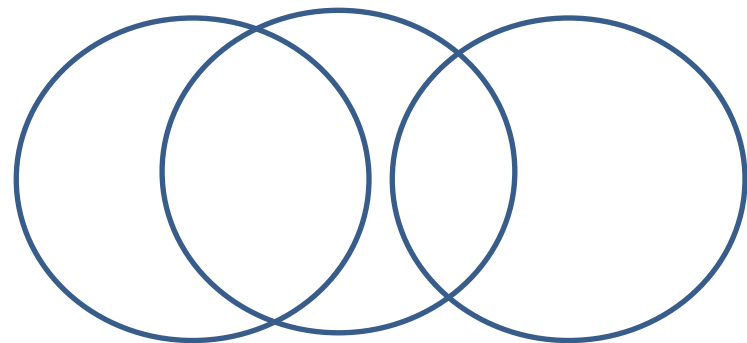# And make group pictures to capture the moment!

Organizations represented
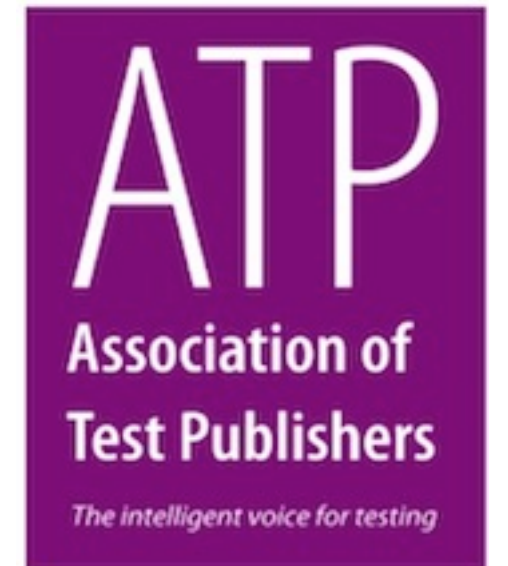
Topics discussed ... so Far

"Human capital trends, changes in the workplace and its impact on career management and in the multilateral system." DELOITTE
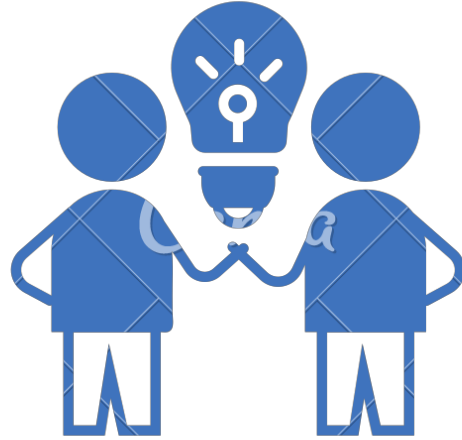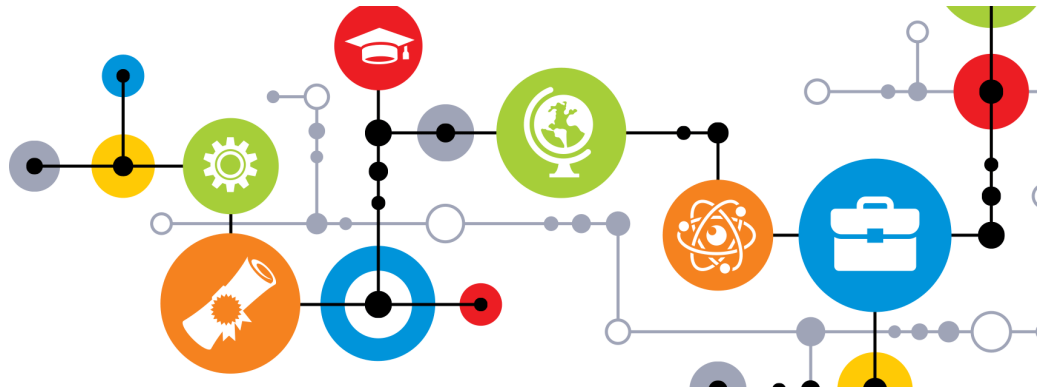
Working Groups: Making an Impact!

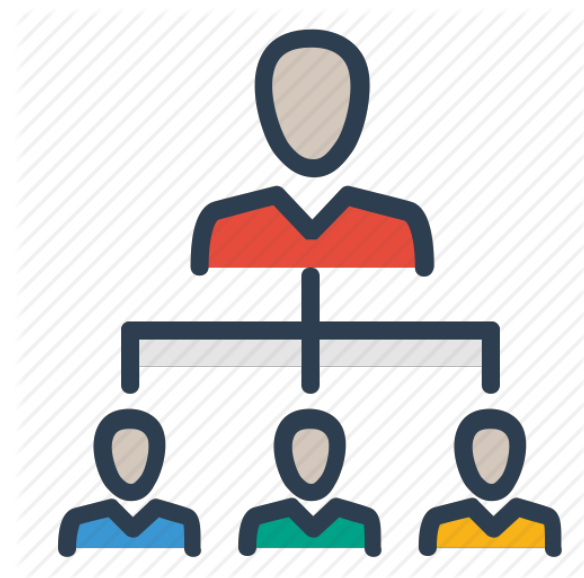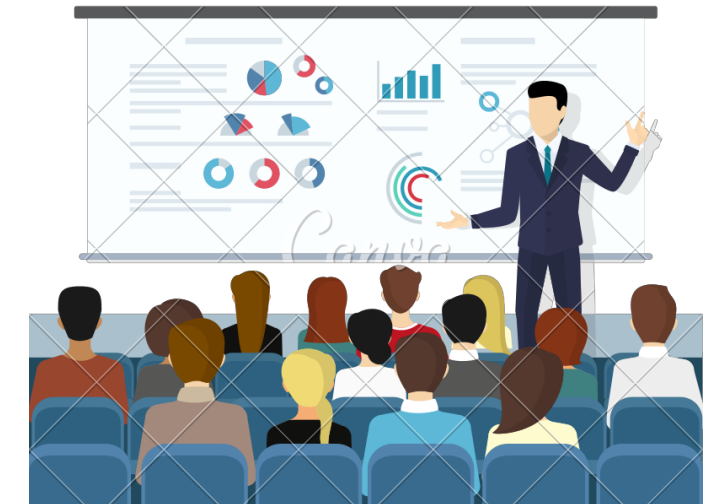Knowledge Transfer and Knowledge Management

Sharing Capacity-Building Resources Across IO's

Potential Talent Pipeline

Challenges and Solutions

Thank you!