



ENTERPRISE
EFFECTIVENESS
NETWORK

Enterprise Effective Network (EEN) | 2019

FAQs

1. Who attends the meetings?

- Leaders who work on end-to-end business process optimization and strategy execution using a systems view.
- HR and OD leaders, COE members, and senior HR business partners who work cross-functionally with the business.

2. How will I benefit from participating?

- *EEN takes a holistic, systems approach to solving the business' strategy execution and human capital challenges.*
 - Bringing together all perspectives from across HR breaks down the silos that get in the way of effective cross-functional solutions within HR, and between the business and HR.
 - EEN will help you learn how to improve those processes in your organization, and how your colleagues can better help you to succeed.
- *The meetings explore big picture issues you wrestle with or want to learn more about. Examples can include:*
 - How to improve performance, not just performance management?
 - How to improve managerial effectiveness?
 - How to meet the business' current demands & build the capability needed for emerging business challenges?
 - How to make sense of digital changes and their impact on roles, processes and my job? And so on.

3. I'm new to EEN. How do I catch up to others who have participated from the beginning?

- You should definitely come join us! EEN is a unique mix of in-person, virtual meetings, and online collaboration.
- EEN is designed for dropping in and out with little to no work needed to catch up. Through meeting summaries and the online platform, which we'll be rolling out later in 2019, you and your colleagues will be able to participate as much or as little as your schedule allows.

4. I am not directly responsible for the in-person meeting agenda topics. How will I benefit from attending?

- *Each in-person meeting features 1-2 topics, which are intended as guides for the discussion.*
 - Large parts of the time are dedicated for discussion around additional topics proposed by the people attending that meeting. So the in-person meetings will not be dominated only by the topics listed on the agenda.
 - If you have a particular issue you would like discussed, let us know ahead of time, or at the beginning of the in-person meeting. Ideas for future virtual or in-person meetings can be submitted at any time.
 - Through a combination of table work/small group discussion at the in-person meetings, the virtual meetings, and the online platform, we are committed to cover the vast majority of topics raised.

5. Is analytics a big focus for EEN?

- All of the EEN co-leaders have spent large parts of their careers focusing on analytics issues, and long before HR/talent/people/workforce analytics became a fad. We know the current state of analytics in the business and HR is not delivering what your organization needs to maximize strategy execution and organizational effectiveness.
- The key to deeper and more actionable insights requires an integrated approach to sensing, measurement, diagnosis, and change. Analytics, other COEs, OD, and HR business partners all have to be included. EEN provides that forum. The goal is better collaboration and outcomes across the business, HR and all the COEs, including analytics and OD.