Best Ideas for Building and Sustaining Networks from the Participants in:

The Power of an Internal Learning Network
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- Have the network self-assess their effectiveness
- Establish “sunset” guidance for transition to a community of practice
- Cross-cultural and global learning network
- Building shared understandings around differences
- A learning network can shorten the learning cycle
- The Swiss have well thought-out communities of practice. We need to learn about this.
- Have guiding principles to bring group together and use a metrics
- Make sure there’s a compelling reason to get together
- Build the platform – learn on the work that matters – individually and collectively
- Regular face-to-face communication is critical
- Measure how we’re doing against our principles
- Spend time on the initial gathering
- Look for ways to build a community of frontline leaders focused on learning and helping solve problems
- Building relationships of trust
- Go slow to go fast
- To use networks much the same way as critical chain for tasks: (1) What resources do you need to keep going? (2) How will this improve your current state?
- Bring networks together on occasion
- Document and share outcomes of network
- Reinvigorating our European Training Community: (1) Clear focus on common problem to be solved where all can contribute. (2) Measure it and showcase it!
- Create “good gatherings”
- Training Opportunity Team “TOTs”
- Create Case Study development as an output of collaboration
- Events, regular meetings, spark energy
- Publish successes…often
- Importance of having a common purpose
- The first event is fateful
- Relevance is ever-changing
• People are everything
• Keep the network “container” large enough for all of the ideas and perspectives in the room
• Community built one (authentic) conversation at a time
• A sponsor’s network that values human collaboration is key and important
• Importance of measuring how you are doing on the “people side”
• The role of and using temporary networks around specific functions or challenges
• Build communities of practice networks for creating and sustaining high performing teams (case studies and best practice)
• Invest time to develop a learning culture
• Learning networks held together with glue catalysts
• Network introductions before the gathering / telephone interviews were mentioned
• Case study
• Focus on human capital
• Use technology to connect remote people
• Helping to create collaboration and trust: Pre-work: ask new learning network members to interview each other 1x1 before coming together
• Create change management network: goals, implement, follow-up – connect leaders, operations, HR, front-line to change