



Executive Networks

Are You Networking?  
**Why Peer Networks  
Are the New Essential  
HR Service**



# Networking Is Essential

In 2020, HR has faced a crisis like no other. With almost no forewarning, HR leaders managed massive workforce and workplace upheaval. The most critical business decisions now route through the CHRO's office. This added pressure and responsibility comes as HR leaders must also mitigate the impact of the pandemic on their own teams.

As the pandemic spread, executives belonging to exclusive networks quickly realized the benefits of having a diverse group of peers to consult while everyone was seeking help to challenges none had ever faced. The value of direct peer advice mushroomed, while conferences, mainstream analysts and high-cost consultants became virtually worthless overnight.

With uncertainty here to stay, networking must be considered an immediate need and an essential service for high-performing companies. Leaders need a trusted place to ask questions of their peers, find solutions to difficult problems quickly, share experiences and ideas, benchmark, learn and innovate.

If you've given networking a try but walked away frustrated or discouraged, now is the time to revisit. Becoming a member of a productive peer community will help you achieve your organization's HR objectives. It is a densely valuable use of your time.



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# The Importance of Collaboration



Who can you trust to provide good counsel?



Who has the wisdom to challenge and improve your ideas?



Who can relate to the unique challenges of your global 1000 organization?

An outside perspective you can trust is hard to come by in HR; very few people relate to the challenges of the senior executive. As a leader, you know it's important to collaborate beyond your walls to advance your company's strategic business goals.

Paid advice is an option. But peer advice from fellow executives in comparable roles in similarly complex companies is usually much better—and always less expensive.

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*“That [peer] conversation saved me \$100K in consulting fees and gave me the exact information I needed.”*

CHRO, Global 1000 Information Services Company

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## Innovate & Problem-Solve

By participating in a diverse community of industry leaders, you can innovate with people who share similar challenges from complex, global organizations. Leaders need a go-to group of people to help them think outside of the box in areas like:

- Future of Work
- Complex Change Management
- Retention & Resilience
- Diversity, Equity & Inclusion
- Cultural Transformation
- Organization of the Future
- Virtual Workforce
- Leadership of the Future

# Defining the True Peer Network

A true peer network is a group of individuals that share similar responsibilities within separate large, global organizations. To be effective, it must be a private space in which you feel safe and comfortable sharing your challenges and successes with others. It must also be diverse, populated by fellow leaders with unique career histories and experiences across different geographies and industries.

## The Value of True Peers

True peers have faced or are facing comparable challenges to those you're facing now, at a similar scope and scale. That allows them to provide understanding, guidance and collaboration you won't get anywhere else.

### The Big Benefits of True Peer Networks

- ✓ Connect with peers who have executed or share your strategic goals
- ✓ Bring new ideas to the table for others to discuss
- ✓ Innovate and solve for problems that have not yet been solved
- ✓ Get feedback about new strategies you're employing

## Make Your Expertise Go Far

For a network to thrive, true peer members must give as much as they receive. Today's leaders appreciate this mutual value and enjoy sharing their skills, knowledge and ideas with others so connecting becomes a rewarding experience on all levels. Connecting with leadership peers across organizations and industries is especially valuable in situations that are new for everyone, like the pandemic we all face.

**Networking isn't about how many business cards you exchange. Focus on the quality over quantity in both your experience and the connections that you make.**

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***"I don't know how I would have navigated through the current environment over the last 6 months without my EN membership."***

**Global Head of Talent, Global Life Sciences Company**

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# Finding an HR Community

Not all peer networks offer the same type of quality connections and organized activities to make membership worthwhile. Before you consider joining, look for these key elements:



## **Prioritization of trust and confidentiality:**

A network should be focused on providing a safe space that keeps conversations confidential to protect CHROs and their direct reports.



## **Group segments that are relevant to your role:**

Look for a network that has dedicated groups within the community for chief talent officers, global HR leaders and professionals working in sourcing and recruiting, total rewards, talent innovation, human capital analytics and HR services.



## **Content based on current trends and challenges:**

A productive network encourages members to choose meeting discussion topics, invites guest speakers and leading authorities on areas of interest and ensures meetings stay strategic with deep, meaningful dialogue.



## **Active contribution from members:**

Groups within a network should be around twenty-five members to encourage greater opportunities for individual participation and allow members to select meeting dates and topics.



## **Online methods of engagement:**

Look for a network with a resource library and a mobile app that lets members keep the conversation going between events, webinars and other meetings.

**In-person networking is critical for high-level professionals, but it isn't the only way. We can push through difficult times that keep us apart by coming together virtually in network communities. It's possible to connect with people in valuable ways, even while working from home.**



## Investing in a Corporate Solution

Corporate networking solutions allow senior HR leaders and their teams to engage with peers, capture lessons learned and obtain new insights on leading practices for the future. These packaged memberships for multiple members may include access to resources like:

- Leader Forums
- Expert Sessions
- Peer Connections
- Member Dinners
- Virtual Roundtables
- Proprietary Research
- Exclusive Webinars
- Pulse Surveys
- Team Action Groups
- Meeting Summaries
- Member Directories

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*“I am pleased to say that we will be renewing our [corporate] membership of Executive Networks for 2021. I have to commend you for the quality of the offering over the last 18 months and would simply request that you and the team continue with such a high standard!”*

HR VP, Global 100 Consumer Goods Corporation

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# Discovering Executive Networks

## AN HR TRUE PEER COMMUNITY BUILT FOR YOU

Executive Networks (EN) connects HR leaders across the largest, most complex and well-known global businesses through a valuable, always-on HR forum so you never operate on an island.



### Community Curation

Build a powerful external network through an always-on concierge service that understands your needs, identifies valuable contacts and shares your expertise with others. With ENgage, an easy-to-use mobile app, members and their teams can connect directly with network peers, review meeting summaries and access valuable content from experienced EN members and distinguished guests.



### Invaluable Insights

Uncover insights from a passionate community and on-demand content library to overcome challenges, manage change and improve your HR approach. Review articles, research, member presentations and recommended resources; discover groundbreaking next practice work; and follow key topics with facilitated discussions, webinars from top thought leaders and more.



### Exclusive Leader Events

Connect with your true peers in the exclusive, confidential and vendor-free environment of a community that fits your needs. Regular virtual events and in-person meetings feature expert facilitation, member-driven agendas and ongoing interaction with a trusted executive network of vetted peers, thought leaders and HR experts. Get actionable insights from an engaging community.

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*“From my perspective, Executive Networks has done a terrific job of leaning in, innovating and creating ways to connect. Even if I don’t participate in calls, I read everything that you send out.”*

Chief Talent Officer, Large Global Pharmaceutical Company

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# Join the Community

Inquire about joining an EN network that best suits your global HR function. Get in touch to tell us about yourself and your role to see how you fit into the EN community.

[www.executivenetworks.com](http://www.executivenetworks.com)

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