



Because all business is psychology



BIRDS OF A FEATHER FLOCK TOGETHER... HOW INCLUSIVE IS YOUR ORGANISATION?

Dr Nic Hammarling

NETWORKS

Homophily

Careers

Minorities

Action

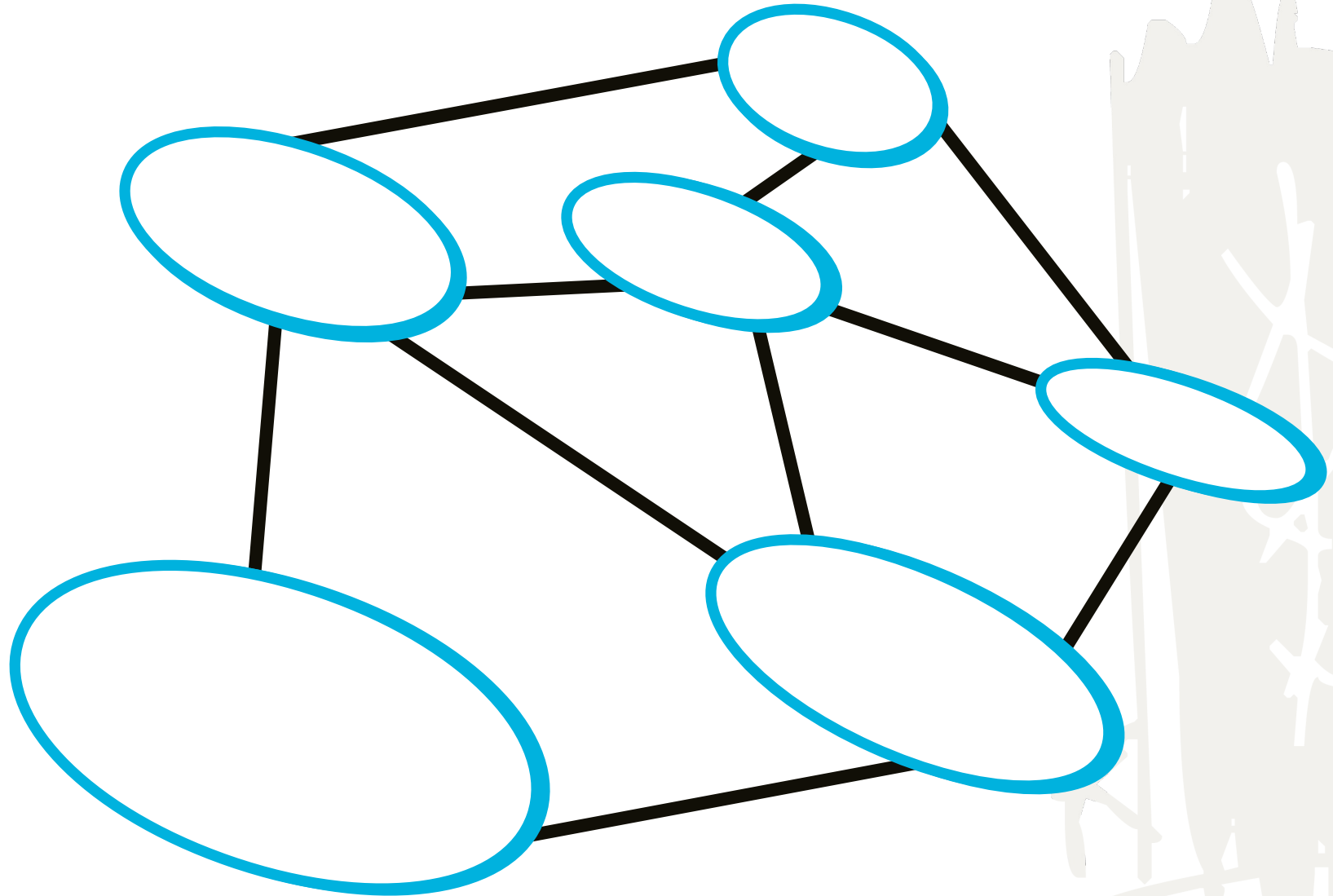
Homophily

Careers

Minorities

Action

EXCLUSIVE NETWORKING



Homophily

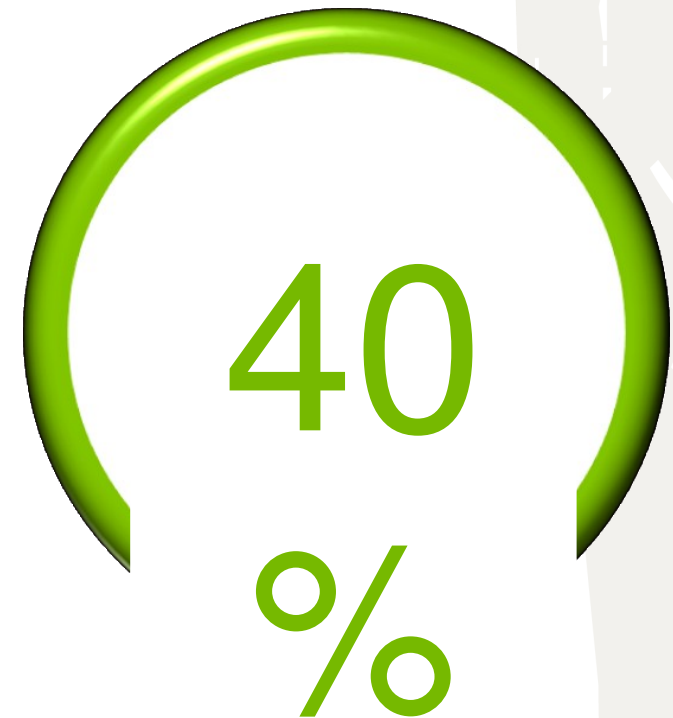
Careers

Minorities

Action

IS NETWORKING THAT BIG A DEAL?

- Jobs 83%
- Critical information 85%
- Performance ratings 13%
 - Promotions
 - Salary & bonus
- Turnover 40%





Bias

Careers

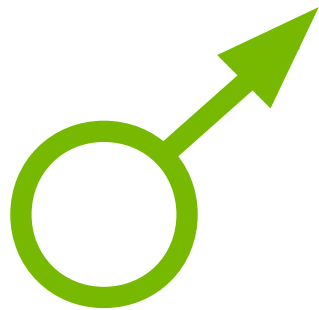
Minorities

Action

GENDER & NETWORKS



48%



18%



BME EMPLOYEES & NETWORKS

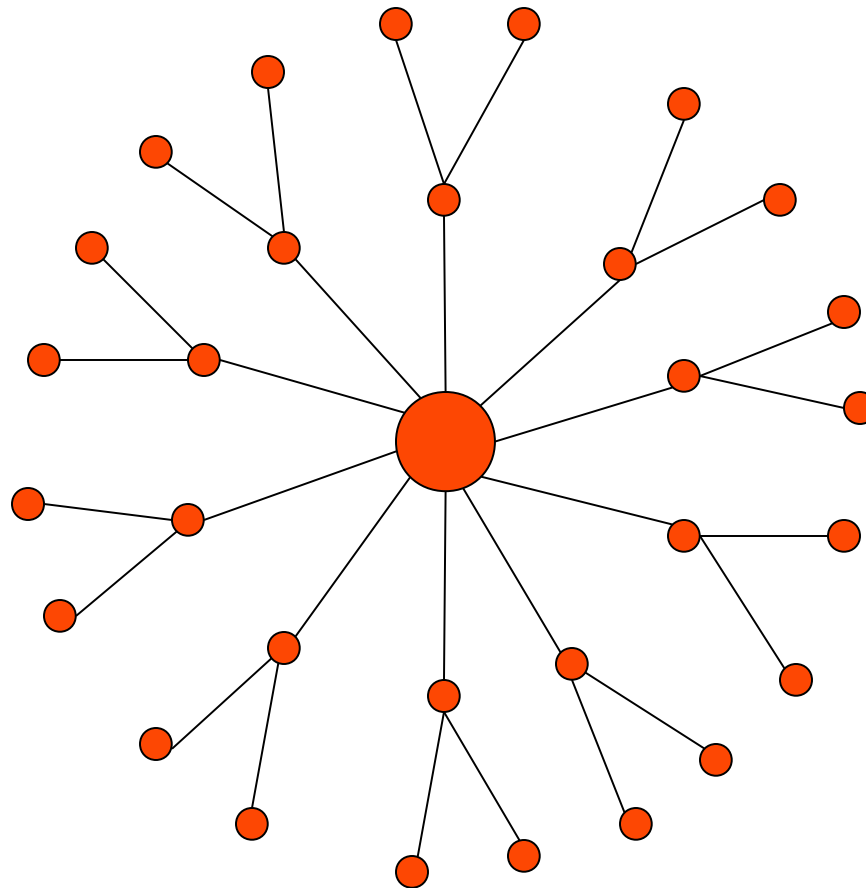


NETWORK ANALYSIS



Map
Tightness
Periphery
Inclusion





Bias

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THE INDIVIDUAL



STRATEGIC

Support
Social Capital
Gaps

THE LEADER



INCLUSIVE

Diverse
Status
Opportunities

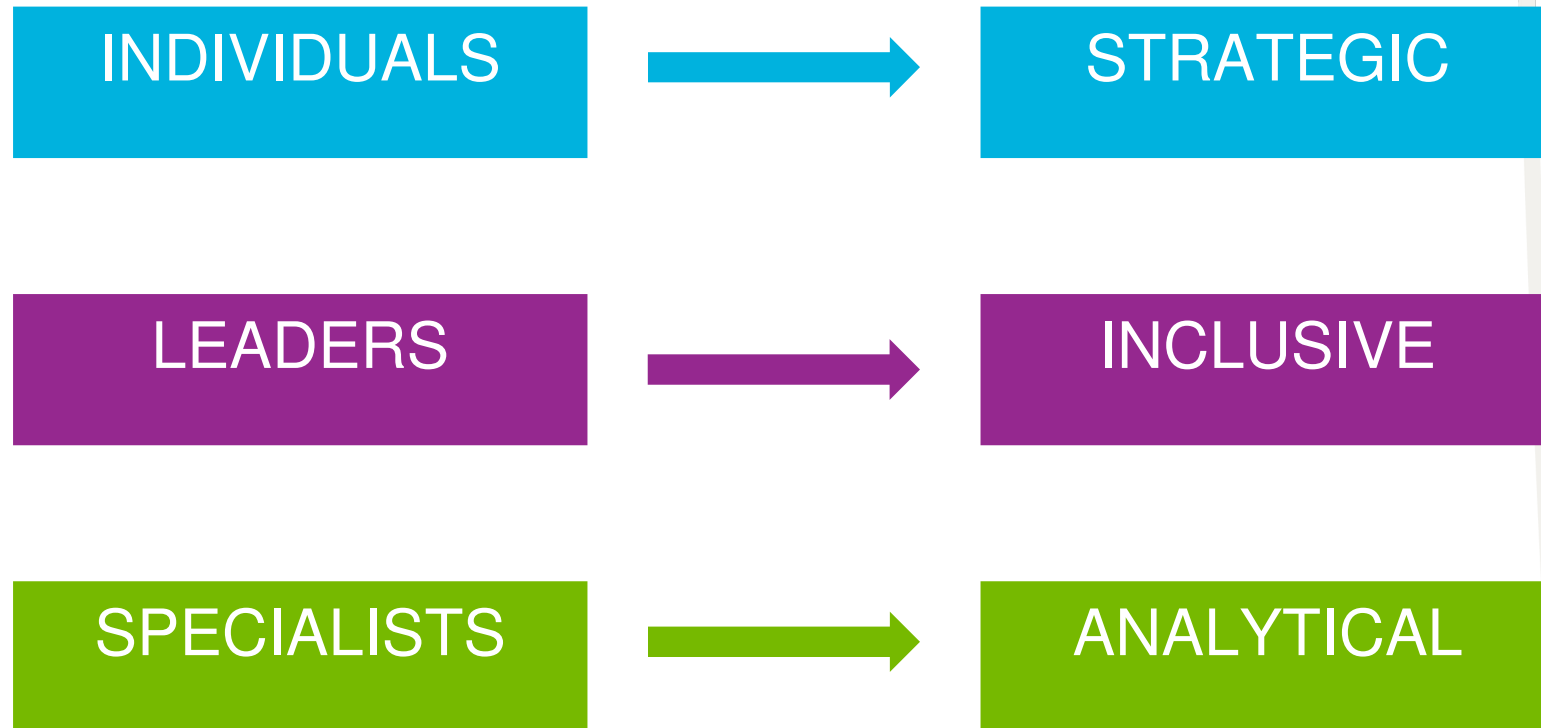


THE SPECIALISTS



ANALYTICAL

Formal networks
Network analysis
Unusual suspects





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