

2. Three new networks for the digital age

Harvard Business Review: <https://www.youtube.com/watch?v=46neRmoVPzg>

Date: 2013 / **Author:** Lynda Gratton [London Business School] / **Time:** 3:08

Introduction

i) Basic overview	<ul style="list-style-type: none"> • Major forces rewriting everything about work & home. • •
ii) Her research area + outcome	
iii) Value	

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1: _____

iv) Who are they?	
v) What can they do? (3)	<ul style="list-style-type: none"> • Solve problems, • •
vi) Important point of posse.	

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2: _____

vii) Who are they?	
viii) What can they do?	
ix) Important point of posse.	

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3: _____

x) Who are they?	
xi) What does research show?	
xii) Important point of posse.	

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Summary

<p>xiii) In our hyper-linked online world the v _____ you hold as an individual is no longer just in y _____ but in the n _____ you create and foster.</p>

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Overall Score: ___ / 21

2. Three new networks for the digital age **ANSWERS**

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Introduction

i) Basic overview	<ul style="list-style-type: none"> Major forces rewriting everything about work & home. Technology bringing us together but separates at a personal level Challenges = we need new types of networks
ii) Her research area + outcome	Her work: studying the future of work and organization = 3 types of networks to navigate the new landscape.
iii) Value....	is judged not only your knowledge but collective knowledge networks.

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1: Posse

iv) Who are they?	The modern posse is people who you are connected with (virtual or physical) that share a skill set, background and professional reference.
v) What can they do? (3)	Solve problems, advice or fresh eyes.
vi) Important point of posse is...	The stronger & more knowledgeable your posse the more value you bring to a professional environment.

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2: The regenerative community

vii) Who are they?	A group of people you know & see in real life and have deep personal relationships with.
viii) What can they do?	They regenerate you when you are feeling exhausted.
ix) Important point of posse.	We didn't have to think about building these relationships because we lived in or near them. In our hyper-mobile age, it's important to nurture and preserve these in-person bonds.

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3: The 'big idea' crowd

x) Who are they?	<ul style="list-style-type: none"> Not like you, individuals expose you to different ideas, knowledge and ways of thinking different than your own. These people can be virtual and physical and all over the world.
xi) What does research show?	Creativity and problem solving skills can be enhanced by being exposed to the unfamiliar.
xii) Important point of posse.	To foster this group to prevent a mental rut and turning to same solutions over and over.

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Summary

xiii) In our hyper-linked online world the value you hold as an individual is no longer just in yourself but in the networks you create and foster.

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Overall Score: ___ / 21