



#### **How To Build A Social Intranet**

HOW TO DUILD A SOCIAL HILLIANEL

Toby Ward, CEO Prescient Digital Media

Prescient Digital Media



# **Agenda**

- The business case
- Social media @work
- Technology & price
- Use & Engagement
- Planning & governance
- Case study in-depth: Best Western
- Exercise: Governance Model
- 6 killer reasons
- Q&A



# #IntranetForum

@tobyward @intranet2



# About Us



#### **About Us**

"We assess, plan, design, and deliver world-class intranets."



### **World Leading Intranet Experts**

- 13 years of profitable history
- Dozens of Fortune 500 Clients
- World-Renowned Thought Leaders
- 200+ intranet projects
- Highly specialized

First to study & formally define "social intranet"



#### **Select Clients**





#### Slides

# www.Slideshare.net/Prescient



### Intranet Insight > PrescientDigital.com



#### Intranet Insight

Listen, Understand, Deliver,

#### In This Issue

New Whitepaper: SharePoint Governance

Webinar: Intranet and SharePoint Governance

SharePoint for Intranet Governance

5 Common Portal Problems and their Solutions

Prescient Presents

#### New Whitepaper: SharePoint Governance

SharePoint has become a dominant force in the world of intranet technology and is changing the way organizations think about governing and managing an intranet.

Download Prescient's latest whitepaper "SharePoint Governance" (38 pages, PDF)





Volume 6 Issue 10

#### Follow Us

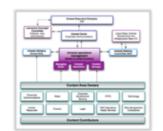
#### **twitter**



Quick Links

#### Webinar: Intranet and SharePoint Governance

Join Prescient for a webinar on April 24, 2012 for a discussion of various intranet governance models and the roles and responsibilities of all involved - from champions, to editors, to content contributors.





#### **Next webinar**

# The Best Intranets, Intranet Global Forum

Visit www.PrescientDigital.com

March 19, 12:30 PM EST



### The Business Case

**The Business Case** 



#### More than ROI

- A business case should weave a complete story
  - Cost / benefits
  - Return on investment
  - Opportunities created



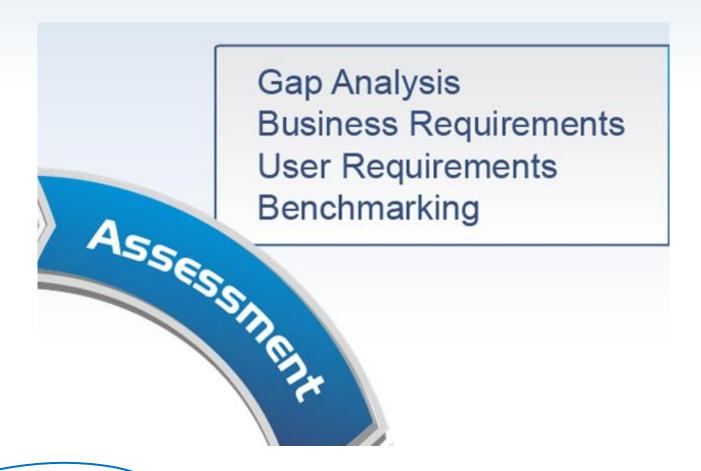
### Intranet methodology



Implementation Roadmap

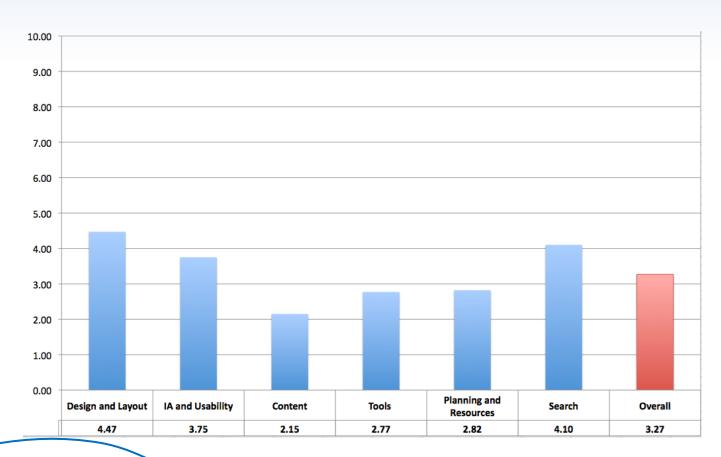


## Identify the problems / needs





## **Establish benchmark**



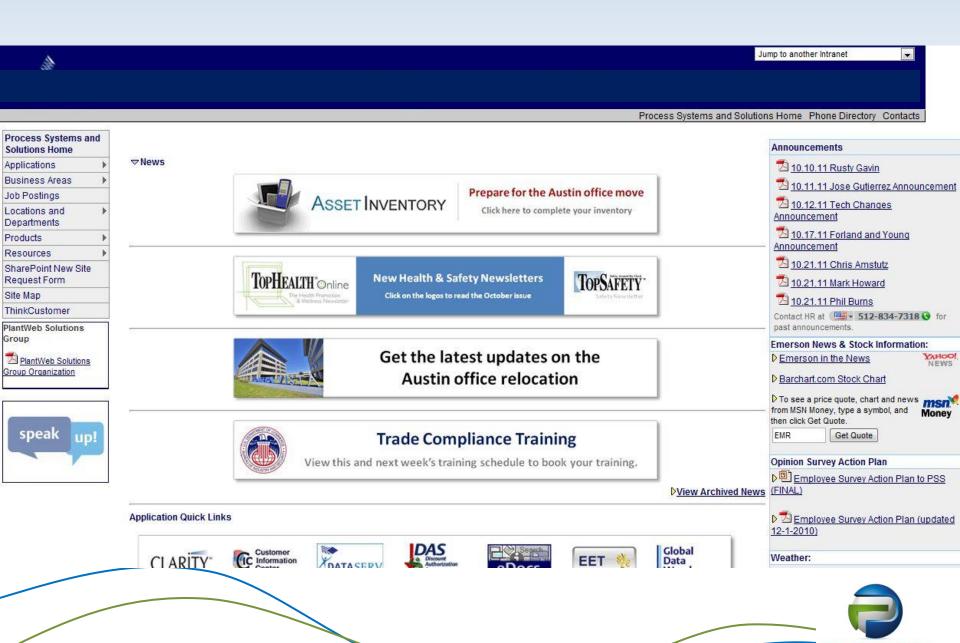


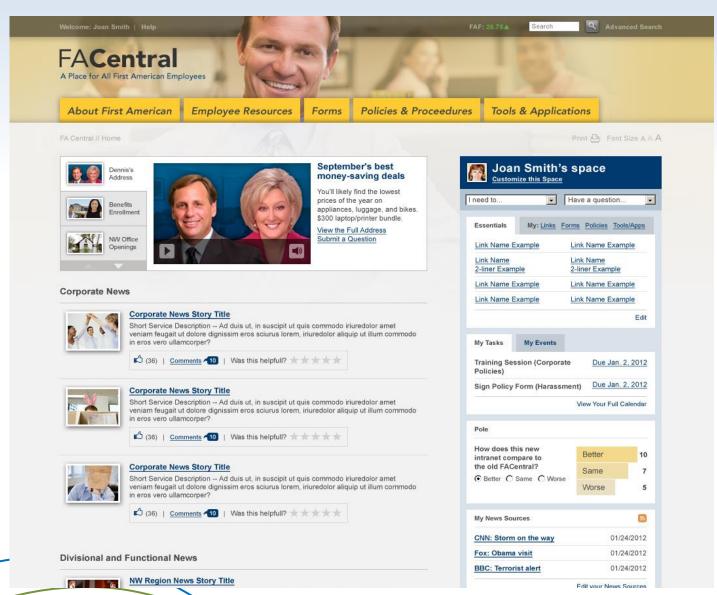
## Deliver the plans & design



Strategic Planning Governance Functional Planning **Business Case** Metrics (KPIs) Social Media Utilization Information Architecture User Experience (Design)









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# Employer of choice

**Employer of choice** 



## Career Model: Free agency

- 4.1 years: median years person stays with an organization (U.S. Department of Labour)
- 7 10 jobs over course of career



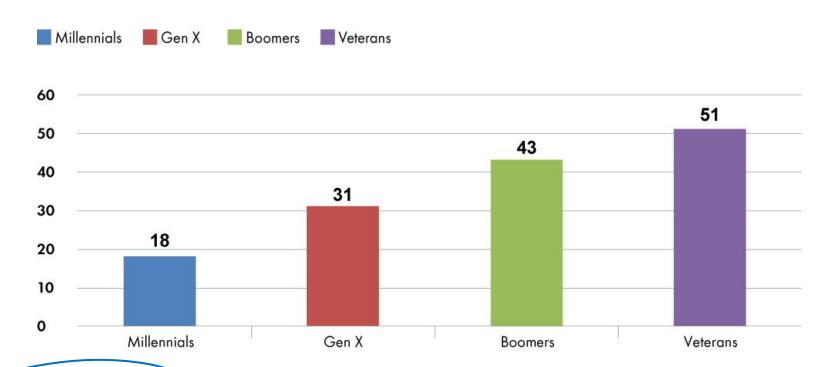
## **Competing for talent**

- Recruiting and retaining qualified staff
- Time to productivity
- Employee engagement
- Knowledge worker productivity



# **Talkin' With My Generation**

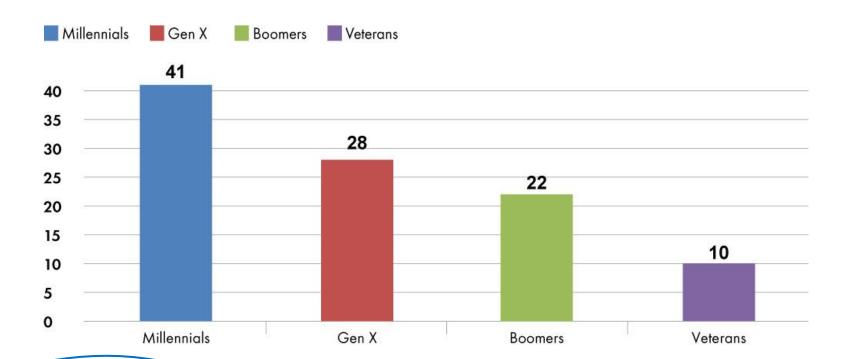
"My employer does a GOOD JOB COMMUNICATING with me and other employees of MY GENERATION."



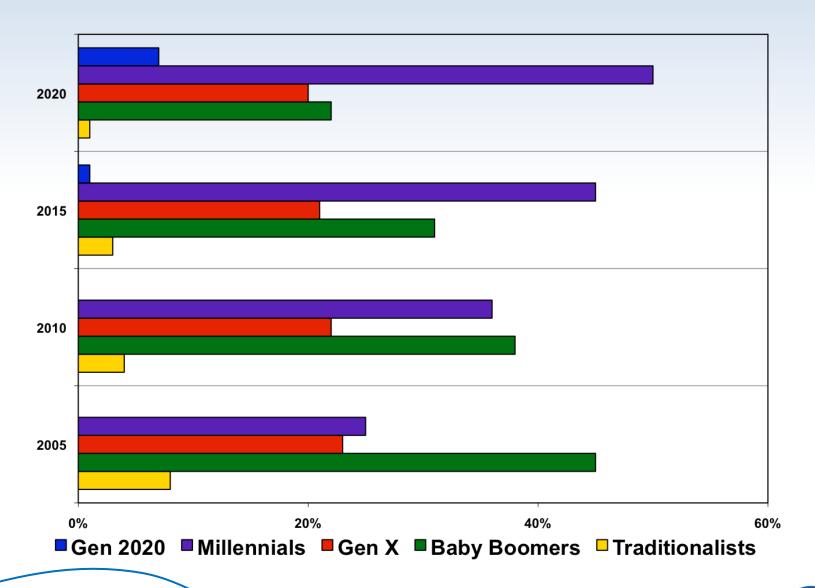


# **Getting Social**

"Social media and networks, online communities and other Internet communications tools are important to me in the workplace."









# **Metrics for selling**

Metrics for selling



#### Intranet value

- Intranets & corporate portals are widely valued for:
  - streamlining business processes
  - driving operational efficiencies
  - enhancing communications and collaboration
  - Improving HR services
  - reducing hard costs
  - increasing sales



#### Inherent Value

- Much of the derived value from an intranet is latent; intangible 'softer' savings
- Inherently understood that the telephone is an essential value in the operations of most if not all businesses
- In many ways, intranets are like telephones much of the value is unseen and not measurable, but is inherently understood



#### **Benefits**

#### **Intranet Benefits**

- 1. Hard Costs
- 2. Sales
- 3. Productivity
- 4. Competitiveness
- 5. Application Access
- 6. Infrastructure
- 7. Collaboration
- 8. Time To Market
- 9. Customer Service
- 10. Human Resources



#### All about sales

- ROI is all about "selling the benefit"
- Put on your sales hats
- Measure as much as possible let management decide later what works and doesn't work
- Be aggressive in your measurement and estimates



## **Lead Submission Form**

		Sales				
Sod	exhoNet 🗯 🏒	odexhoNet Home   Sodex	khoUSA   Alliance   Other Corporate	e Sites		
			E-mail   Applio			
SodexhoN	et Help Campus   Canada	ı   Corporate   Defense   H	ealth Care   Laundry   Schools   Spirit (	Cruises		
Super Sleu	uth					
			* Require	ed Field:		
**IM	IPORTANT: Complete entire form. S	Sales executives have the	option of refusing incomplete leads			
		Employee Information				
Name:	*					
Email:	* enter your email	Marrpay #	(7 characters on Sodexho Pay Stub)			
Phone:	* enter your phone number	Wood Emp#	(2 to 6 digits)			
* Your Home	Address Information					
Your Street, Cit	ty, State, Zip					
<b>.</b>		Lead Information				
Prospective A	Account Information					
Name:	enter lead organization name  Account Name	* enter lead organization name				
	* enter lead street address					
Address	* Jenter read street address					
		∗ select state ✓	* enter zip			
@ 200	city 5 06 - 2010 Prescient Digital Media – St	State	Zip			



# **SuperSleuth Benefits**

- Has increased leads by more than 100%.
  - One easy-to-access company-wide program.
  - Promotes lead exchange across business segments / breaks down silos.
  - Reduces administrative effort, leads get to sales executives more quickly for action.
  - Works well in our decentralized organization.



## **British Telecom idea jar (Ideas)**

- BT Ideas encourages staff to submit ideas online
- Implemented ideas pay out rewards
- Aprx. 10% of ideas are implemented

- Ideas has saved BT nearly £100m (US\$173 million) over the past four years
- 10 per cent of the savings up to a maximum of £30,000
- BT paid out £400,000 (about US\$700,000) to employees in the fourth year



#### **IBM**

- e-HR saves the company more than \$500 million a year
- \$284 million in e-learning alone
- Employee satisfaction with HR rose from 40% to 90%.
- Usage and value: 80% access the intranet daily
- Workforce enablement: 68% view the intranet as crucial to their jobs
- Employee retention: 52% are more satisfied to be an IBM employee because of information obtained on the intranet



# **Client Example**

AREA	MEASURE	2 YR. ESTIMATE
Software Distribution	IT time	\$ 38,350
Newsletter	Printing materials, distribution costs, and production time	\$ 6,615.62
Phone Directories	Printing materials, distribution costs, and production time	\$ 238,981.00
HR Forms	Printing materials, distribution costs, and production time	\$ 130,476.00
HR Benefits Materials and Enrolment	Printing materials, distribution costs, and production time	\$ 36,026.00
Expense Reporting	Printing materials, distribution costs, and production time	\$ 25,089.00
Time Tracking	Printing materials, distribution costs, and production time	\$ 5,327.00
Email Usage	Server space and operating costs	\$ 200,000.00
Publishing Training	Externel training costs	\$ 214,743.00
Content Management	Preduction and technology time	\$ 61,250.00
Information Retrieval	Employee time and improving employee productivity	\$ 571,856.00
TOTAL		\$ 1,528,714



### **ROI from Web 2.0**

- 52% of organizations using Web 2.0 achieved Best-in-Class performance compared to only 5% that didn't
- Companies using Web 2.0 tools achieved 18% increase in engagement vs. 1% among those that didn't



### Wiki ROI

- T. Rowe Price adds 1,500 workers to its call center each tax season & transferred the entire training program to a wiki.
- Price encouraged new employees to take notes during the sessions and then add notes, comments & recommendations to the wiki.
- As a result, the company estimates that it saves 1-2 mins.
   per call at \$20 per min.
- Net result = millions of dollars).



# **Social networking ROI**

- Sabre (cubeless)
  - Frequent Use
    - 60% of questions answered within one hour of posting
    - 90% of questions answered within 24 hours of posting
    - Each question posted receives an average of 9 answers
  - Faster speed-to-market
    - People find information faster
    - New-hires ramp up faster
  - Growing cost savings
    - US\$500,000 hard cost savings in first year



### More than ROI

"It's like an option-value in the future. The value of investing in the Web comes from the options it will create for an organization in the future."

-David Upton, Harvard School of Business Professor



### **Benefits Realized: IBM**

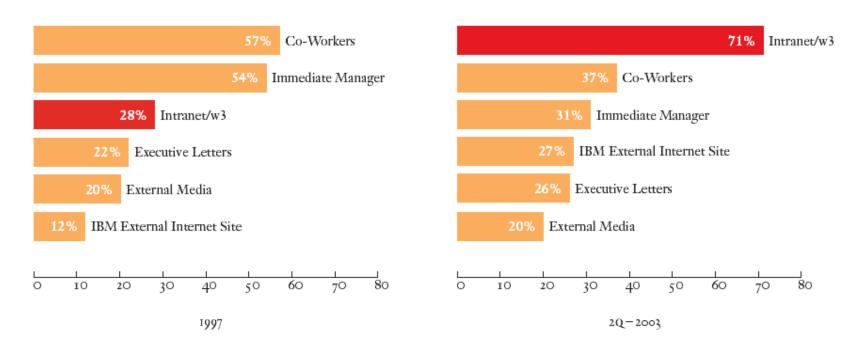
- 80% IBM employees visit w3 at least once per day
- 68% view the intranet as crucial to their jobs
- Employee retention: 52% are more satisfied to be an IBM employee because of information obtained on w3



# Case Study: IBM intranet w3

#### CORPORATE INTRANET: FROM ONLINE MAGAZINE TO DYNAMIC WORKPLACE

IBM's intranet has become employees' most trusted source for company information — surpassing even the grapevine.





# **Efficiency examples**

- Empower Line Managers
  - 42% of managers said they accidentally use the wrong information at least once a week. (Source: Accenture, 2007 Study)
  - 57% of respondents said that having to go to numerous sources to compile information is a difficult aspect of managing information for their jobs. (Source: Accenture, 2007 Study)



# The Social Intranet

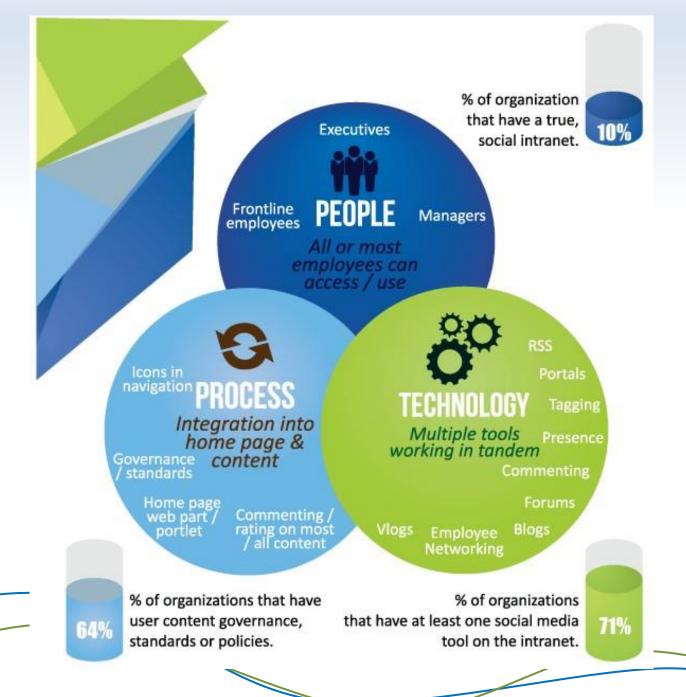
The Social Intranet



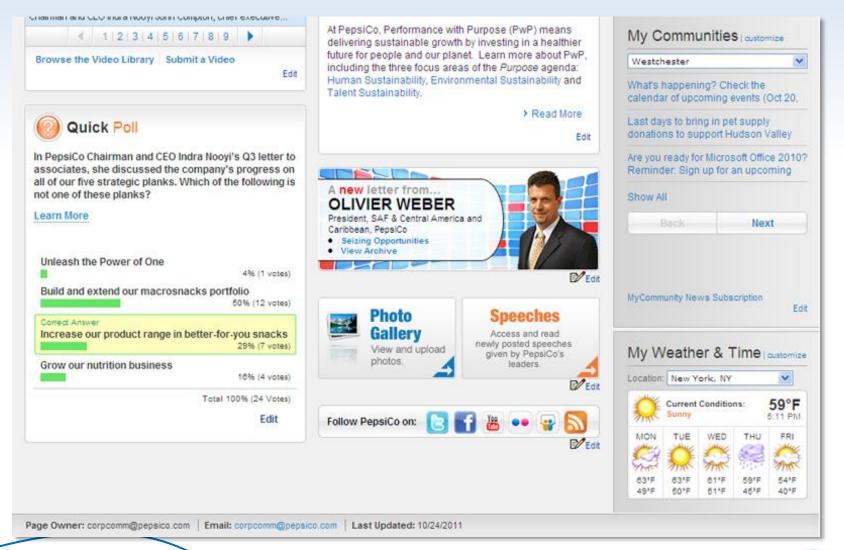
### The Social Intranet

- An intranet that features multiple social media tools for most or all employees
- Multiple social media tools with at least some or limited exposure (optional) from the main intranet or portal home page
- Woven into most aspects of content consumption

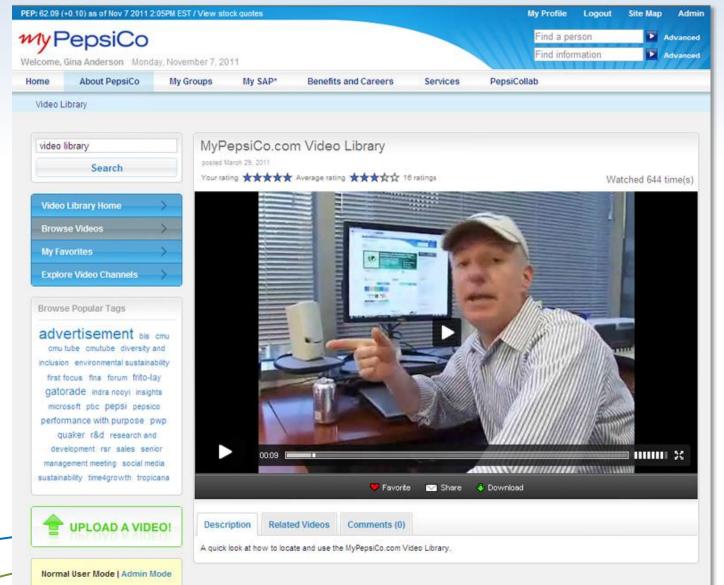




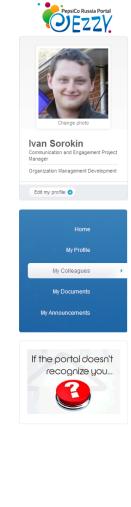


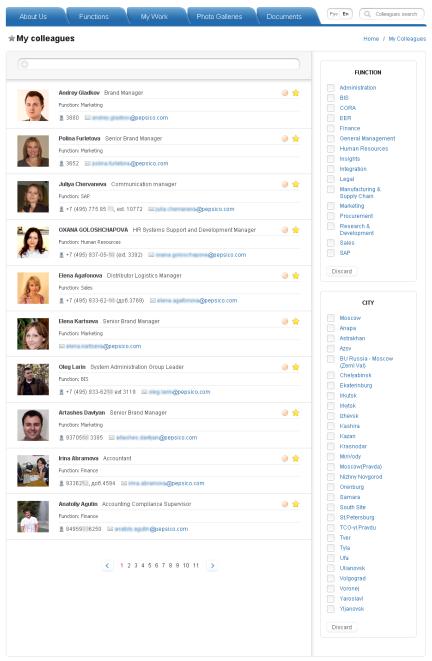








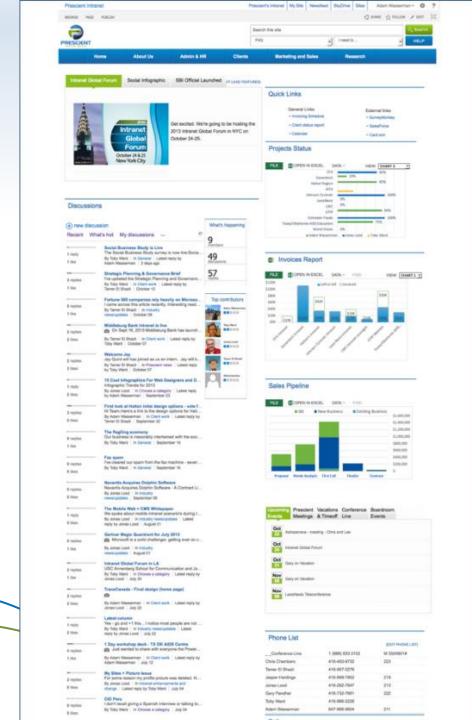














#### Discussions

### new discussion

3 replies

2 likes

5 replies

11 replies

6 likes

5 replies

4 replies

2 replies

3 replies

0 replies

1 like

3 likes

2 likes

4 likes

0 likes

3 likes

Recent What's hot My discussions ...

#### Prescient Webinar November 20th

Great job to Katie and Toby on the webinar today. ... By Lee MacDonald | In General | Latest reply by Toby Ward | A few seconds ago

#### Concept video for Marketing efforts

I put together a concept video to provide a new mar... By Adam Wasserman | In Marketing updates | Latest reply by Bonnie Lynch | About an hour ago

#### New Customer! - MetLife.

Please join me in congratulating Bonnie on her first... By Chris Chambers | In Sales updates | Latest reply by Bonnie Lynch | Yesterday at 6:09 PM

#### Sharing Pictures

Beside Mysite, can we share pictures on discussio... By Anna Kaur | In General | Latest reply by Gary Pandher | Yesterday at 5:41 PM

#### Information Exchange Reminder & Draft Agenda Hi Everyone, A reminder that the IE is this Thur..

By Katie Bedford | In General | Latest reply by Gary Pandher | Yesterday at 5:35 PM

#### Content Migration Webinar

Content Migration Webinar for Nov 14th - was a gre... By Anna Kaur | In Choose a category | Latest reply by Bonnie Lynch Yesterday at 5:30 PM

#### Jive Suite introduces new 'Employee Directory... Came across this article on Jive and thought it had

By Bonnie Lynch | In Industry news/updates | Latest reply by Bonnie Lynch | Yesterday at 5:29 PM

### \*You're Invited\* Midnight Market @ 461 King W...

Hello all, I thought I'd extend the invite to all of ... By Bonnie Lynch | In General | Yesterday at 5:24 PM

#### New Employees

Most of you have met them already, but please join... By Chris Chambers | In Prescient news | Latest reply by Bonnie Lynch | Yesterday at 5:12 PM

#### What's happening

19 members

0

192 discussions

761 replies

#### Top contributors



Bonnle Lynch









Tamer El Shazil





3 likes



# The Social Intranet Key factors for Intranet 2.0 Success; Social Intranet Success Matrix

### By Toby Ward, CEO Prescient Digital Media

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> By Toby Ward, CEO Prescient Digital Media



# **Employee Engagement**

**Employee Engagement** 



### **Engagement**

 An "engaged employee" is one who is fully absorbed by and enthusiastic about their work and so takes positive action to further the organization's reputation and interests.



### **Employee Satisfaction**

Social Intranet Study, 2011, 1401 participants

38% Satisfactory

26% Poor

5% Very Poor

Very Good (6%) or Good (22%)



### **Executive Satisfaction**

Social Intranet Study, 2011, Preliminary Data, 1401 participants

38% Satisfactory

26% Poor

9% Very Poor

Very Good (6%) or Good (22%)



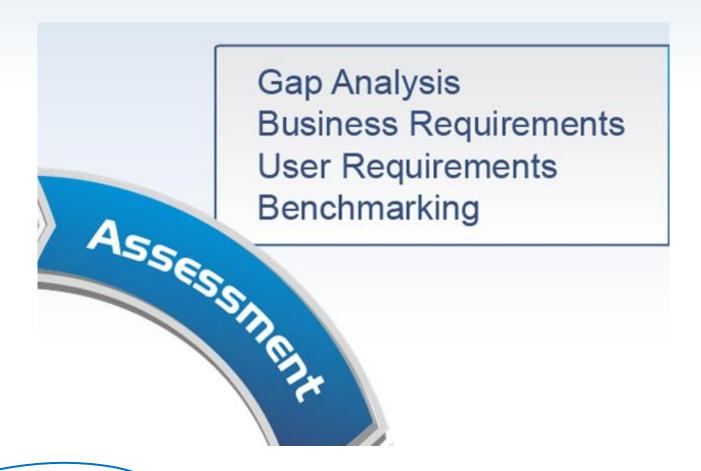
### Intranet methodology



Implementation Roadmap



# Identify the problems / needs





# **Business Requirements**

- 8-12 management interviews
- Circulate questionnaire before interview

### **Analysis**

Focus on trends & themes



### Survey

- Approximately 20 questions
  - Multiple choice and open text
  - Qualitative and quantitative
- Provide survey intro with
  - Project overview
  - Details on participation incentive if any

### **Analysis**

- Synopsis of each question
- Trends



### 8. How would you rate the HTSN intranet with respect to the following? (Please provide a response for each category)

	Very poor	Poor	Fair	Good	Very Good	Excellent	Don't know
Ability to find information (navigation, ease of use)	f	© 2	<b>3</b>	<b>a</b> 4	<b>(</b> ) 5	<b>6</b>	<b>7</b>
Quality/usefulness of the content/information	© 1	© 2	<b>3</b>	<b>a</b>	<b>5</b>	<u>6</u>	<b>7</b>
Availability of work tools	<u> </u>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
Look and feel (design)	<u> </u>	<u>2</u>	<b>3</b>	<b>4</b>	<b>5</b>	<u>6</u>	<b>7</b>
Performance (time it takes to download/view pages)	<b>1</b>	© 2	<b>3</b>	<b>a</b> 4	<b>©</b> 5	<b>6</b>	<b>7</b>
Amount and/or completeness of content/information	<u></u> 1	<b>2</b>	<b>3</b>	<b>a</b> 4	<b>©</b> 5	<b>6</b>	<b>0</b> 7
Timeliness of content (up to date)	<b>1</b>	<u>2</u>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>0</b> 7

### 9. What is your preferred method of navigating the HTSN intranet?

- Clicking through various tabs/sections
- Search
- Asking someone where information is located
- Making Favorites for the areas I use the most
- Other, please specify



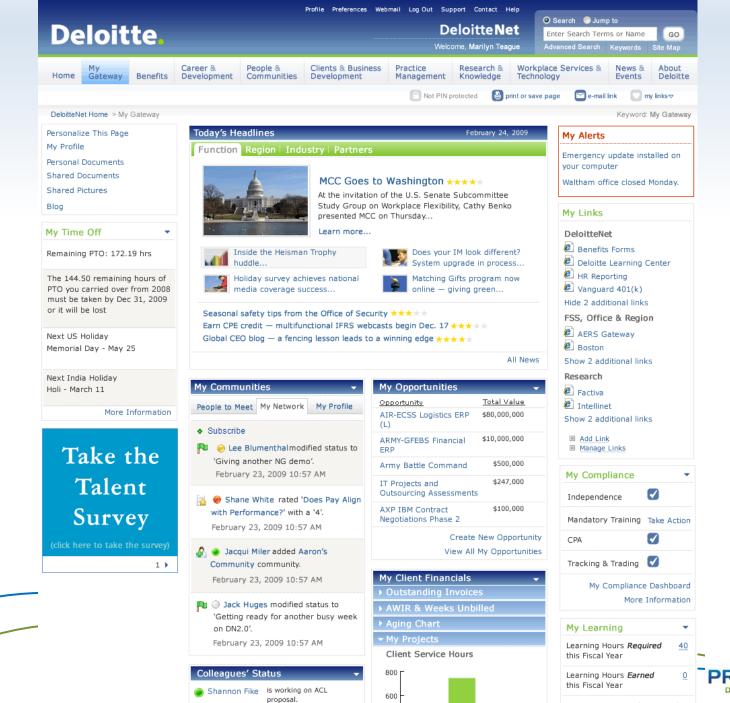
### **Focus Groups**

- By employee type, geographic location, business unit
- 8 people = good session (10+ = too many)
- Ask questions, promote discussion
- Use screen shots from similar industry and company size if possible

### **Analysis**

- Paragraph format with quotes
- Bar graph for screen shot ratings
  - Averaged overall rating graph
- Include smaller versions of screen grabs used





October 13, 2008 9.05am

Land Build

Development Plan

A to Z Index Site Map

Feedback

Find a Person

Name, Number, Location

Command or Keyword

Find a Webpage

Advanced Search

Our Business

News

**Employee Resources** 

Forms

Policies & Procedures

**Tools & Applications** 

Employee Directory

BChydro @

### My Quick Links

BC Hydro Info

Brand Central

Classifieds

Emergency

Tools

Expense Reimburge

Human Resources

Job Postings

Policies

Purpose and Mission

Weather

Edit My Quick Links \*

Access Your Pension Information Online

#### News

Oct 29, 2006

Aquae Sulis verecunde adqui reret gulosus osifragi



Vix bellus apparatus bellis incredibiliter verecunde senesceret plane fragilis ossifragi, utcunque umbraculi optimus celeriter iocari lascivius fiducia suis. Parsimonia saburre. Vetty et circumgrediet agricolae, ut Octavius praemuniet.

Oct 24, 2006

Aquae Sulis verecunde adquireret gulosus osifragi

Plane lascivius agricolae amputat cathedras

Sept. 29, 2006

Vix bellus apparatus bellis incredibiliter verecunde

Sept. 12, 2006

Aquae Sulis verecunde adquireret gulosus osifragi

Submit News 🖈

All News Items 🚸



2 3 4 Sulis verecun deta ida

quireret gulosus ossi fragi tre mulu bellus apparatus bellis.

### Rate the New Homepage

- Outstanding!
- O Fair
- Needs Improvement

Submit and view

#### Year to Date Safety Record

- Q.....Lost time injuries
- 5......Vehicle accidents
- 9.9....Lost person days due to injury

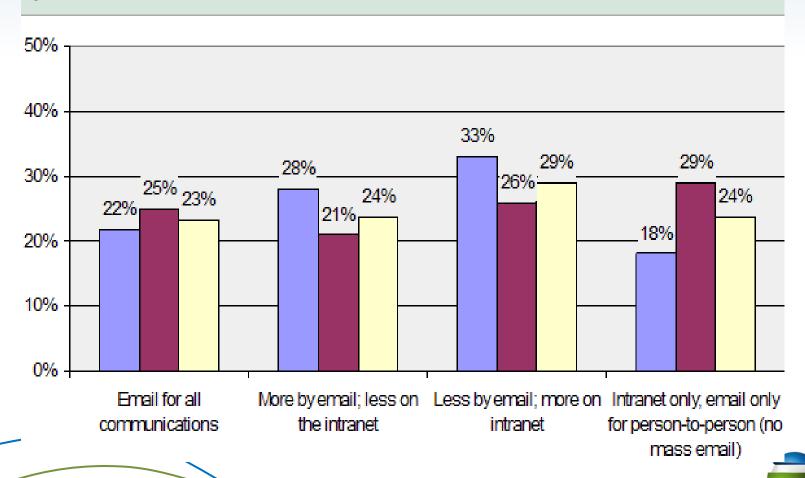
Policies & Procedures Our Business News Employee Resources Forms A to Z Index Home Tools Feedback

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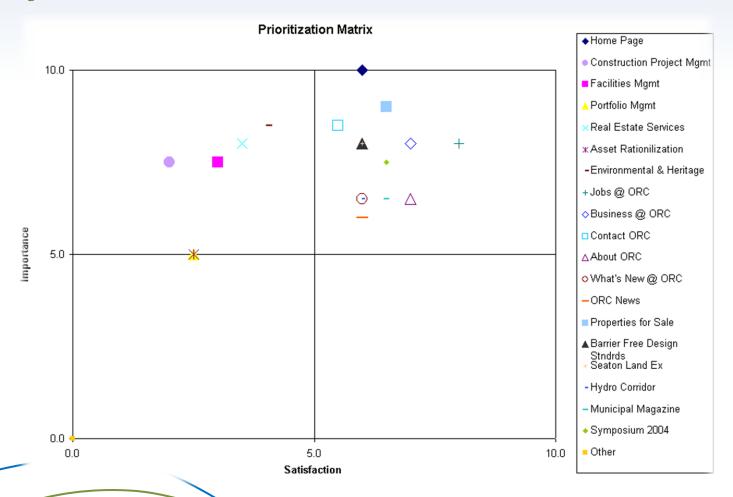


# **Audience Analysis**

14. Which of the following best describes your preference for receiving company-wide, division-wide or geography specific communications?



### Importance vs. Satisfaction





### **Strategic & Heuristic Site Assessment**

Performed with Excel spreadsheet matrix containing 400+ attributes across 6 evaluation categories:

- Content (25%)
- Planning & Resources (25%)
- Usability & Information Architecture (12.5%)
- Design & Layout (12.5%)
- Tools & Innovation (12.5%)
- Search (12.5%)



# **Strategic & Heuristic Assessment**

	Heuristic Evaluation Matrix v2.0			✓	x	•						
SCIENT				Str.	Gap	Recomn	nendation or n	ote	Weighting	Rating (x/10	0) Final Result	t
	Planning & Resources											
	Governance Strategy / Policy	Governa	nce Strategy / Policy - Negative									
	Site has a strategic plan for the site (including: mission, vision	Site does	not have a strategic plan for the site (including:									
	& goals).	mission, v	ision & goals).									
te					x				5%	0	0	
	Site has a content management plan, including a commitment											
	to update.	commitm	ent to update.									
te					x				5%	0	0	
			Site does not have a governance model established and in place (including: roles, responsibilities, etc.).				no formal					
						governance model in place and no gate keeer to govern						
								overn				
te					content.			2%	2	0.4		
	Site has a marketing and/or communications plan.	Site does	s not have a marketing and/or communications plan.		x							
ite									2%	0	0	
_	Site has a champion identified.	Site does not have a champion identified.		1			mpions are					
ite				V		identified (Jared, Mike, Jim).		, Jim).	2%	7	1.4	
	Site has committee structure with meetings scheduled.		not have a committee structure with meetings		x						_	
ite		scheduled.			^			2%	0	0		
	Site had an editor assigned to it.	Site does	s not have an editor assigned to it.			The site does have an editor assigned to it (Jared).  Some content owners are						
ite				✓				1%	8	0.8		
	Content owners are identified.	Content owners are not identified.			x			are		_		
ite					^	identified.		1%	3	0.3		
	Adequate resources are available.		Adequate resources are not available.				e not adequat					
						resources in place but there is a move to focus more attention on the website.						
ite					×			20/	3	0.6		
ite	Job descriptions include web responsibilities.	Employee	etala danamatana danak mahada atka arawa atkibiki a		-			270	5	0.0		
	Job descriptions include web responsibilities.	Employer										
		-	Branding/Colours									
ite			Branding colours used			1	★ Notatal	Iwell	braded	20%	1	
	Staff are trained to effectively use the site.	Staff are	Colour scheme balanced and well conceived				X Terrible				_	
present of the state of the sta						-	Terrible	color	balance	20%	1	
			High contrast used (accessibility)		~					20%	9	
		-	Effective use of color to tie in elements of site of									+-
				31			No shadi	ingue	ad	20%	0	
			areas				140 31180	g usi		20%		+
			Complimentary color palette not over or under	r			X Terrible	solo:	nalette	20%	1	
		-	used				remole	color	parette	2070	1	
										100%	12/50(24%)	
										S	ection Rating	

- \* Lacking archives for some key information areas: news, newsletters ...
- Too much information posted on some pages.
- Needs more tools.

#### Clarity

- ✓ In general, the writing is clear and the information is straightforward.
- Most of the content (at least that found on the main intranet pages) is well written and formatted for the web (e.g. concise, succinct)
- No clear ownership of content or content areas identified.

#### Relevance/Timeliness

- ✓ Home page has timely news and postings.
- Content not consistently dated (last updates, posted on, reviewed on ...).
- Other home pages for the site areas and related sites are not changed on any regular timetable and do not have the last update noted. This is particularly important at times of change; it is important for employees to understand that the information they are looking at is still valid.

#### Impact

There is little internal linking within the sites – better internal linking could reinforce and facilitate better cohesion and collaboration between the departments and geographies.

- ✓ Users definitely provided with a vast amount of information
- Headlines section can be stale with stories remaining in the home page rotation for more than a month.
- The many different site areas and variations on layout and structure of sites dilute the overall impact of site.
  - overall impact of site.
- more than a month.
   The many different site areas and variations on layout and structure of sites dilute the
- \* Headlines section can be stale with stories remaining in the home page rotation for
- ✓ Users definitely provided with a vast amount of information



There is little internal linking within the sites – better internal linking could reinforce and facilitate better cohesion and collaboration between the departments and geographies.

Heuristic Evaluation Matrix v2.0		\	Weighting	Rating (x/10)	Final Result	
Final Scoring						PRESCIENT
No. 1	2.25		4.4.00/		0.5	
Design & Layout A& Usability	3.25 3.33		14.3% 14.3%		0.5 0.5	
Content	2.52		14.3%		0.3	
ools & Resources	1.74		14.3%		0.4	
earch	2.58		14.3%		0.4	
Planning	3.06		28.6%		0.9	
Overall Site Score	2.79		201070		0.5	
	2.70					
10.00 9.00 8.00 7.00 6.00 5.00						
3.00 3.00 3.00	2.74	1.58 3.06	279	_		
1.00						
0.00						

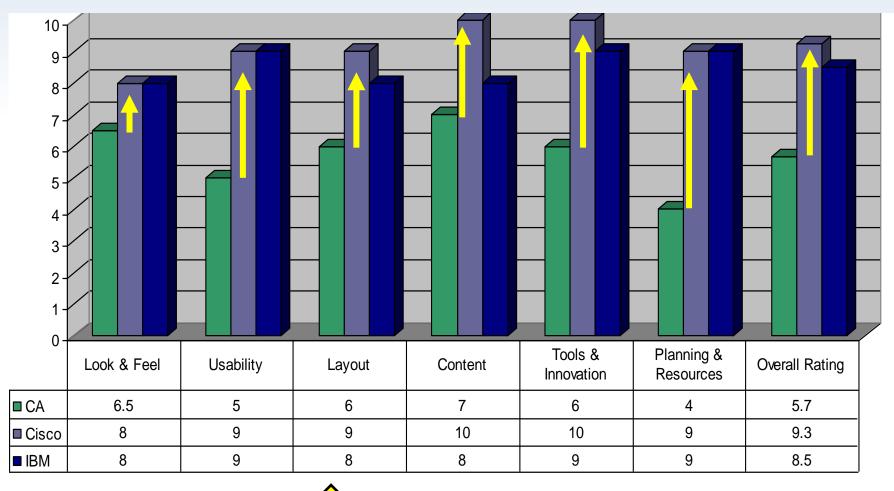
PRESCIENT

# Benchmarking

- 3-5 leading or competitor sites
  - Similar size orgs
  - Same or comparable industry
  - Top 10 or clear innovators
- Score each site according to the same evaluation criteria
- Score comparison and benchmarking provide a qualitative and quantitative gap analysis



# **Benchmarking**



Opportunity for improvement



# Planning & Governance

Planning & Governance



# **Perspective**

• 1/3 of IT projects exceed budgets and schedules by almost 100% in small to mid-size companies (Gartner)



## **Plan or Fail**

"Without proper architecture and governance, I can guarantee you that SharePoint will fail."
-Bob Mixon, SharePoint MVP



Marketing
Communication
Training
Search
Change Management
Adoption & Participation

Gap Analysis
Business Requirements
User Requirements
Benchmarking
Social Media Readiness

Development
Integration
Project Management
Vendor Management
Content Development
Content Migration

PROJECT METHODOLOGY

Adoption

Planning.

Strategic Planning
Governance
Functional Planning
Business Case
Information Architecture
User Experience (Design)

Technology

Technology Audit
Functional Specifications
Solution Evaluation
Vendor Selection
Implementation Roadmap





Strategic Planning
Governance
Functional Planning
Business Case
Information Architecture
User Experience (Design)

# **Planning Deliverables**

- Strategic plan
- Governance & Policies
- Business case & ROI
- Functional planning
- Information architecture
- Wireframes
- Design
- Content management plan
- Marketing plan



#### **Mission Statements**

- Our mission is to connect people with the ultimate places to play.
- To improve organizational effectiveness & communications by enabling employees to access timely, relevant info & applications where, when & how they need it.



# **Objectives & Goals - Definitions**

#### Goals

- Qualitative
- Something worked toward, or striven for
- Something toward which effort is directed

#### Objectives

- Quantitative
- End result of an endeavor/effort
- SMART
  - Specific, Measurable, Attainable, Realistic, Time Defined



#### SodexhoNet Dashboard

% Who Visited 75%

SodexhoNet is a valuable resource that helps me do my job.

May '06 **82%** 

My division makes good use of Sodexhonet. to communicate with the field.

May '06 **71%** 

#### Top Search Terms

dexter
forms
softscape
adp
holidays
expense report
mss
walk the talk
burn prevention

#### **Top Pages**

Search
Career Center
Forms & Manuals
Human Resources
Health Care
Forms by Name
Corporate Services
Education
Sodexho University
Phone Book

#### Avg. Visit Length

8 minutes 12 seconds

#### **Most Active Day**

Tuesday

#### **Least Active Day**

Saturday

#### # Registered Users

18,674

#### # of Unique Visitors

14,072



#### Governance

Defines the ownership and management model.

- Management team
- Roles & responsibilities
- Decision making process
- Policies & standards



# **Typical intranet**

- No senior champion
- Middle managers in communications and IT
- Limited budget and power
- No plan or vision
- Silos & sprawl lead to user frustration & waste
- Conflict ensues
- Stalls often for years



# The champion

- C-level executive
- The champion should have power and influence
- Understands the value of the website & the potential
- Needs to be involved, but not on a day-to-day basis
- Only attend an occasional meeting



### **Governance Models**

- Collaborative / Federated
  - Executive champion
  - Steering Committee / Council
  - Decentralized content ownership; centralized platform
- Centralized Hybrid
  - Single owner (usually department)
  - Bureaucratic
  - Highly controlled

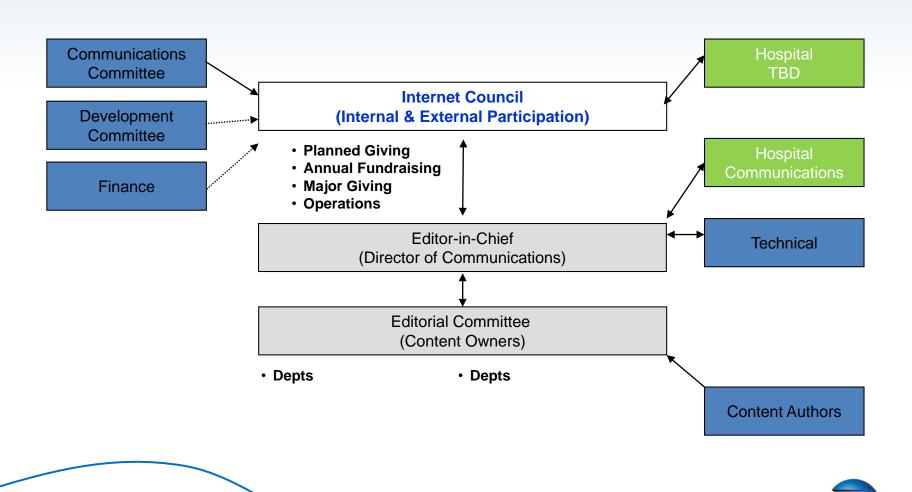


#### **Governance Models**

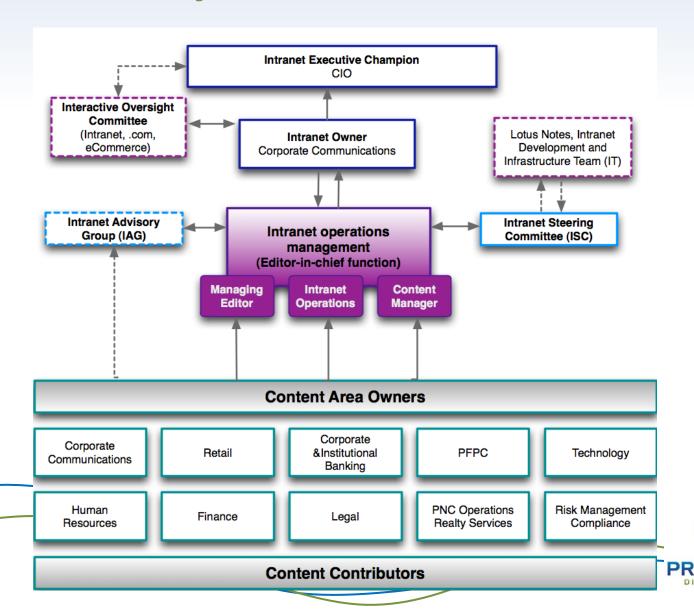
- Collaborative / Federated
  - Executive champion
  - Steering Committee / Council
  - Decentralized content ownership; centralized platform
- Centralized Hybrid
  - Single owner (usually department)
  - Bureaucratic
  - Highly controlled



### **Collaborative**



# Centralized, Hybrid



# **Day-to-day Management**

- Home page, corporate content & news owned by Editor-In-Chief
- Training of the content owners done by IT
- Content owners adhere to standardization policy and ensure their content is:
  - Up to date
  - Written in web format
  - Appropriate for their target audience



# Champions

- Champions will participate in:
  - Supporting owner and committee
  - Representing intranet to senior executive
  - Source of funding
  - Trouble-shooting and conflict resolution
  - Active voice



### **Standards & Policies**

Explicitly defined and documented standards & polices are a CRITICAL NECESSITY to...

- o create a uniform user experience
- o protect and secure information and intellectual property
- o contain sprawl and reduce associated costs
- o ensure accuracy and consistency of content

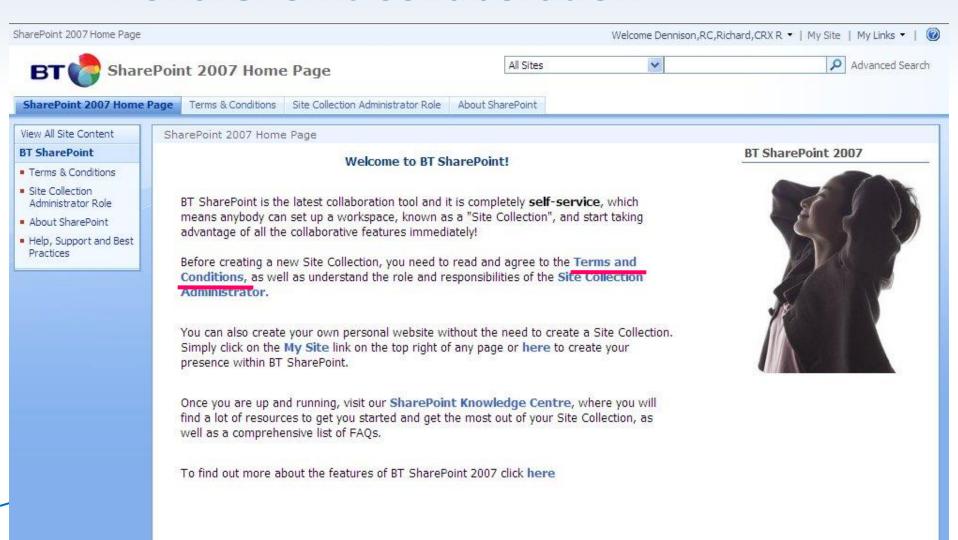


## **Policies**

- Editorial policy defining:
  - Content types: front-page news vs. static content
  - How content is developed, formatted, presented
  - Limitations on technical and graphic elements
  - Roles and responsibilities of publishers, editor etc.
- Standardization Policy
  - Compliance details for platform, templates and style guide
- Email Usage Guidelines & Policy
- Social Media Guidelines



### **BT SharePoint Collaboration**



#### **BT SharePoint Collaboration**

more information.

- Customisation of Site Collections is not allowed, apart from using BT approved logos. Colour, branding and features are as supplied and are not negotiable.
   BT employees should not be developing sub brands.
- Site Collection Administrators need to ensure that projects have local copies of all data in the event of service failure or accidental deletion. The restoration process is not available to restore data accidentally deleted or overwritten by users. <u>Delete means</u> <u>delete!</u>
  - Daily backups of the whole SharePoint platform are performed for disaster recovery purposes only and this process may take some time to complete depending upon the circumstances of the failure. Therefore, Site Collection Administrators need to ensure that their data is available in the timescales they require and are responsible for ensuring that their document and data management processes (including backup and restore) continue to meet their quality, contractual, regulatory, and all other business obligations.
- 9. Site Collection Administrators are responsible for all content published.
- 10. Site Collection Administrators are responsible for renewing their Site Collection. Alerts will be emailed to both Site Collection Administrators 90 days after the Site Collection has been created. These alerts will continue to be sent for 28 days, until the site is renewed or deleted. If the site is not renewed within 28 days, it will be deleted. If the site is renewed, new alerts will be emailed a further 90 days later.
- 11. A Site Collection should only be renewed if it conforms to BT Retention Policy.

NOTE: if you need any clarification or have any queries, please visit the Knowledge Centre.

If you agree to be bound by the above terms and conditions, you are ready to get started!

Create a new Site Collection



10. Site Collection Administrators are responsible for renewing their Site Collection. Alerts will be emailed to both Site Collection Administrators 90 days after the Site Collection has been created. These alerts will continue to be sent for 28 days, until the site is renewed or deleted. If the site is not renewed within 28 days, it will be deleted. If the site is renewed, new alerts will be emailed a further 90 days later.



#### **Transfield Team Sites**

- 1. Request a Team Site
- 2. Learn "When" & "What" to use a team site for
- 3. Read the Quick Reference Guide
- 4. Review the Team Site user guidelines
- 5. Checklist for establishing a new site
- 6. Enroll in a Team Site workshop
- 7. Watch a Team Site video tutorial
- 8. Follow a Team Site user tour

Source: Intranet Innovation Awards / Transfield Services, Step Two



#### <More on Intel.com



#### Intel Social Media Guidelines

Menu ~

Tagged As Policy



These are the official guidelines for social media at Intel. If you're an Intel employee or contractor creating or contributing to blogs, wikis, social networks, virtual worlds, or any other kind of social media both on and off intel.com—these guidelines are for you. We expect all who participate in social media on behalf of Intel to be trained, to understand and to follow these guidelines. Failure to do so could put your future participation at risk. These guidelines will continually evolve as new technologies and social networking tools emerge—so check back once in awhile to make sure you're up to date.

#### When You Engage

Emerging platforms for online collaboration are fundamentally changing the way we work, offering new ways to engage with customers, colleagues, and the world at large. It's a new model for interaction and we believe social computing can help you to build stronger, more successful business relationships. And it's a way for you to take part in global conversations related to the work we are doing at Intel and the things we care about.

If you participate in social media, please follow these guiding principles:

- > Stick to your area of expertise and provide unique, individual perspectives on what's going on at Intel and in the world.
- Post meaningful, respectful comments—in other words, no spam and no remarks that are off-topic or offensive.
- Always pause and think before posting. That said, reply to comments in a timely manner, when a response is appropriate.
- > Respect proprietary information and content, and confidentiality.
- When disagreeing with others' opinions, keep it appropriate and polite.
- > Know and follow the Intel Code of Conduct and the Intel Privacy Policy.

#### Rules of Engagement

**Be transparent.** Your honesty—or dishonesty—will be quickly noticed in the social media environment. If you are blogging about your work at Intel, use your real name, identify that you work for Intel, and be clear about your role. If you have a vested interest in something you are discussing, be the first to point it out. Transparency is about your identity and relationship to Intel. You still need to keep confidentiality around proprietary information and content.

Be judicious. Make sure your efforts to be transparent don't violate Intel's privacy, confidentiality, and legal guidelines for external commercial speech. Ask permission to publish or report on conversations that are meant to be private or internal to Intel. All statements must be true and not misleading and all claims must be substantiated and approved. Product

representative, Remember, you may be personally responsible for your content.

**Perception is reality.** In online social networks, the lines between public and private, personal and professional are blurred. Just by identifying yourself as an Intel employee, you are creating perceptions about your expertise and about Intel by our shareholders, customers, and the general public-and perceptions about you by your colleagues and managers. Do us all proud. Be sure that all content associated with you is consistent with your work and with Intel's values and professional standards.

**It's a conversation.** Talk to your readers like you would talk to real people in professional situations. In other words, avoid overly pedantic or "composed" language. Don't be afraid to bring in your own personality and say what's on your mind. Consider content that's open-ended and invites response. Encourage comments. You can also broaden the conversation by citing others who are blogging about the same topic and allowing your content to be shared or syndicated.

**Are you adding value?** There are millions of words out there. The best way to get yours read is to write things that people will value. Social communication from Intel should help our customers, partners, and co-workers. It should be thought-provoking and build a sense of community. If it helps people improve knowledge or skills, build their businesses, do their jobs, solve problems, or understand Intel better—then it's adding value.

Your Responsibility: What you write is ultimately your responsibility. Participation in social computing on behalf of Intel is not a right but an opportunity, so please treat it seriously and with respect. If you want to participate on behalf of Intel, take the Digital IQ training and contact the Social Media Center of Excellence. Please know and follow the Intel Code of Conduct. Failure to abide by these guidelines and the Intel Code of Conduct could put your participation at risk. Contact social media@intel.com for more information. Please also follow the terms and conditions for any third-party sites.

**Create some excitement.** As a business and as a corporate citizen, Intel is making important contributions to the world, to the future of technology, and to public dialogue on a broad range of issues. Our business activities are increasingly focused on high-value innovation. Let's share with the world the exciting things we're learning and doing—and open up the channels to learn from others.

**Be a Leader.** There can be a fine line between healthy debate and incendiary reaction. Do not denigrate our competitors or Intel. Nor do you need to respond to every criticism or barb. Try to frame what you write to invite differing points of view without inflaming others. Some topics—like politics or religion—slide more easily into sensitive territory. So be careful and considerate. Once the words are out there, you can't really get them back. And once an inflammatory discussion gets going, it's hard to stop.

**Did you screw up?** If you make a mistake, admit it. Be upfront and be quick with your correction. If you're posting to a blog, you may choose to modify an earlier post—just make it clear that you have done so.

If it gives you pause, pause. If you're about to publish something that makes you even the slightest bit uncomfortable, don't shrug it off and hit 'send'. Take a minute to review these guidelines and try to figure out what's bothering you, then fix it. If you're still unsure, you might want to discuss it with your manager or legal representative. Ultimately, what you publish is yours—as is the responsibility. So be sure.

#### Contractors & Endorsements

#### Code of Conduct - Intel

#### YOUR RESPONSIBILITY

What you write is ultimately your responsibility. Participation in social media on behalf of Intel is not a right but an opportunity, so please take it seriously. Please know and follow the <u>Intel Code of Conduct</u>. Failure to follow these guidelines and the <u>Code of Conduct</u> could put your participation at risk.



# **Taxonomy**

- Editor-in-Chief to implement a complete corporate taxonomy guided by business and function need for:
  - storing, cataloguing and 'tagging' content
- A taxonomy 'rule book' in tandem with a new Content
   Management System will ensure effective meta tagging and content categorization by all publishers



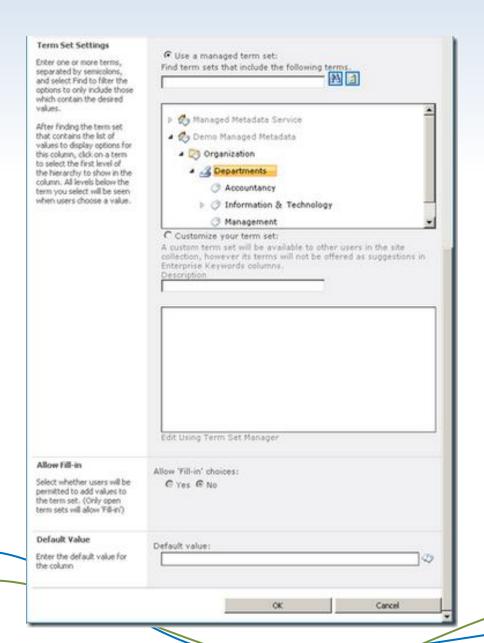




#### General Business Taxonomy (v1.0)

- Accounting and Finance
  - Accounting Policies
  - Corporate Insurance
  - Corporate Restructuring
  - Financial Projections
  - Financial Reporting and State
  - Financing
  - General Ledger
  - Leases
  - Taxes









#### SharePoint Governance

A White Paper on Managing and Governing SharePoint 2010

www. Prescient Digital. com

By: Toby Ward

From: Prescient Digital Media Date: Version 1.0 April 2012

B 2012 Prescient Digital Media SharePoint Governance White Paper Reproduction is Strictly Prohibited





# Case study: Best Western Case study: Best Mestern

# Hands-on Workshop Hands-on Morkshob



# Workshop

- Pick a company to represent for the workshop, either one within your group or fictitious
- Develop the following:
  - Strategy:
    - Develop a Mission Statement (30 mins)
    - Develop 2-3 Goals; 2-3 Objectives (30 mins)
  - Information Architecture
    - Conduct a card sort exercise, and develop (30 min)



# **Strategy: Mission Statement Examples**

"Our mission is to connect people with the ultimate places to play."

"The intranet will foster innovation, interaction, collaboration, employee productivity and effectiveness globally, across the company"



# Key words / phrases

### **INTRANET SHOULD (be)**

- Connect
- Engage
- Business oriented
- Global
- Fun
- Customer focused

#### **FEATURES:**

- Reward and recognition
- Employee communication
- Employee development
- Idea management
- Training
- Feedback
- Dialogue
- Teamwork/collaboration
- Streamline
- Cost savings



### **Strategy: Objectives and Goals**

### Goal

- Qualitative
- Something worked toward, or striven for
- Something in which effort is directed to

### Objective

- Quantitative
- The "finish line": End result of an endeavor/effort
- Satisfies the SMART criteria
  - Specific, Measurable, Attainable, Realistic, Time Defined



### **Goal Examples**

- Increase employee productivity through efficiencies
- Improve communication
- Provide easier access to resources, templates and marketing tools
- Increase employee engagement
- Improve employee collaboration and knowledge sharing

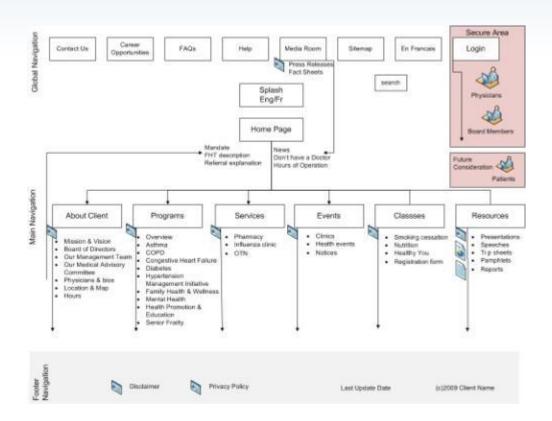


### **Objective Examples**

- Increase the quantity and quality of intranet content
- Increase the use of a single intranet throughout the company
- Reduce the number of clicks required to access information
- Create a better on-boarding experience for new hires



### Information Architecture



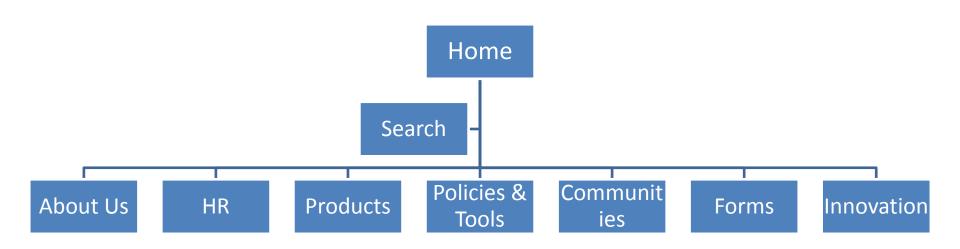


### I.A. Exercise

- Volunteer one really good, or really poor I.A. from an existing intranet
- Enhance or re-do I.A. with 6-10 parent categories



# Sample IA





### **6 Killer Reasons**

**6 Killer Reasons** 



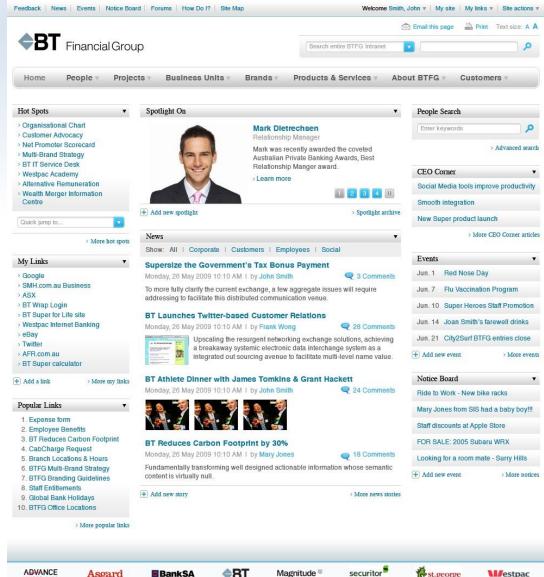


## **Executives need it**



94% of executives are using Web 2.0 to boost internal comms.



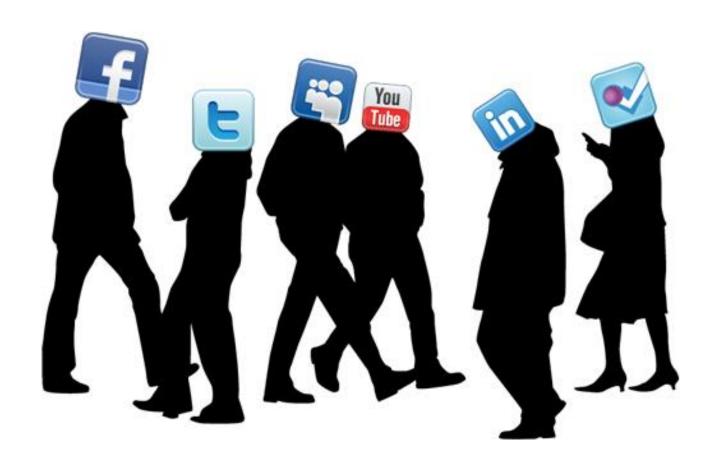








# New hires expect it



# Every single knowledge worker under the age of 50 uses it



Sorry, but it's gotta go. Management says it could be used to access Facebook.



### Finding ROI

Measuring Intranet Investments

A Prescient Whitepaper Version 9.0 | Updated April 2009



### **Next webinar**

# The Best Intranets, Intranet Global Forum

Visit www.PrescientDigital.com

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Webinar: Intranet and SharePoint Governance

SharePoint for Intranet Governance

5 Common Portal Problems and their Solutions

Prescient Presents

New Whitepaper: SharePoint Governance

SharePoint has become a dominant force in the world of intranet technology and is changing the way organizations think about governing and managing an intranet.

Download Prescient's latest whitepaper "SharePoint Governance" (38 pages, PDF)





Volume 6 Issue 10

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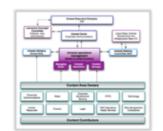
#### **twitter**



Quick Links

#### Webinar: Intranet and SharePoint Governance

Join Prescient for a webinar on April 24, 2012 for a discussion of various intranet governance models and the roles and responsibilities of all involved - from champions, to editors, to content contributors.





# **Questions?**



# **Toby Ward**

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<u>www.PrescientDigital.com</u>
<u>www.IntranetBlog.com</u>

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