

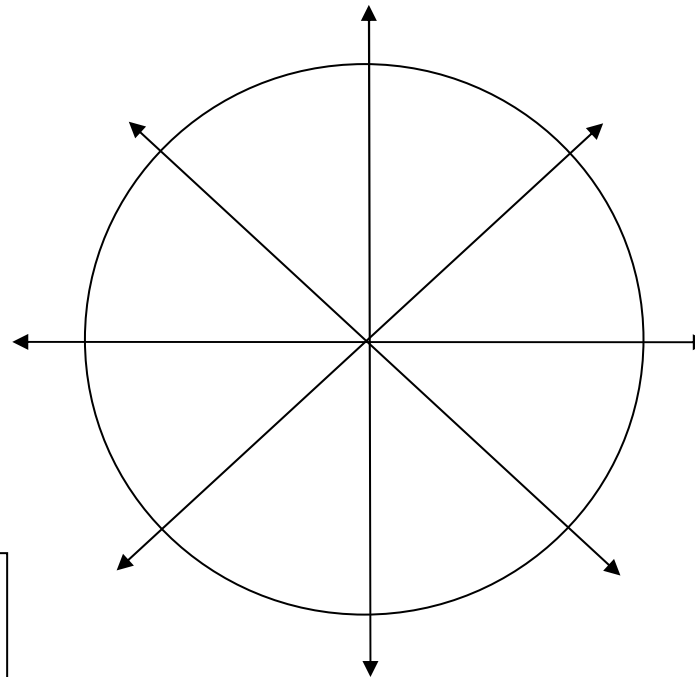
# Launching Networks:

## Results

- What is the practical use and benefit for the participants / members?
- What is the benefit for the organisation?
- What is the benefit for third parties?

## Clear, stimulating purpose

- What specific interest in the topic do participants have?
- What is the organisation's strategic goal of the network?
- What are the concrete results the network is striving for?



## Resources and technology

- What electronic communication means are used (e-mail, platform-discussions, etc.)?
- What kind of face to face meetings exist in the network?
- How does the network use the Intranet and ShareWeb?

## Supportive or at least neutral organizational incentives

- What are the formal terms of reference of the network? What are the job descriptions of the key-roles?
- What time budget do the different members have?
- What recognition does the organisation show for the network?

## Active and capable leadership, both on content and process

- How are roles and responsibilities defined and distributed?
- Who is taking care of the key roles (coordinator, expert, facilitator, and participant / member)?
- What role rotation does exist?
- What makes the sharing of experience a

# Start-Fitness-Check:

## Congenial, committed group

- What experience and practice do the participants have?
- What additional expertise is needed?
- What mentoring system exists?
- What level of openness and trust exists within the group? How is it strengthened?

## Helpful behavioral norms and rules

- What is the balance in experience sharing between giving and taking?
- What is the procedure for new members to adhere to the group?
- How does the group deal with differences in values, norms and visions?
- What is the practice to celebrate important assets?

## A good balance between structure and free flow process

- How is the network structured: Is it clear enough, is it flexible enough??
- How is the planning within the network: open, transparent, stepwise?
- How does the network deal with its own history? Is there a living myth?