

Social Media The Shifting Role of Organization Development in Business

Presented for St. Louis Organization Development Network

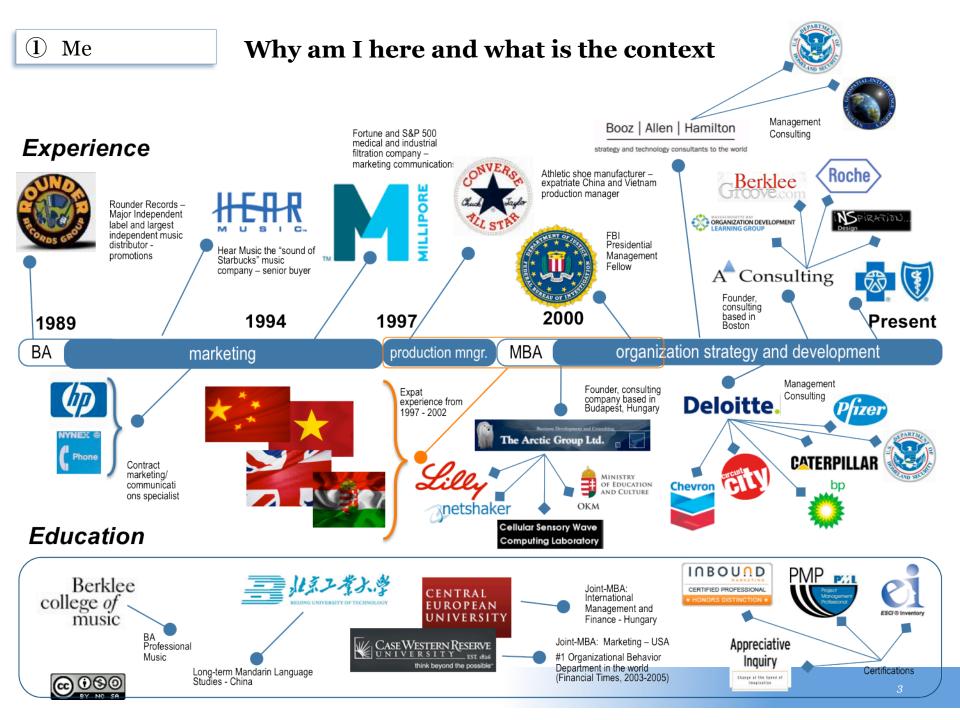
- ① Me
- 2 You
- **3** Community

Why are we here and what are we going to do?

- + What is and what is not?
- + What are we doing in the name of development?
- + What can we do in the name of development?







① Me

My discovery of the new world of marketing and buy-in

Education/Source Timeline

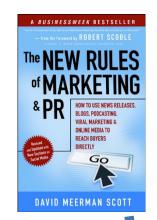
Case Western Reserve University

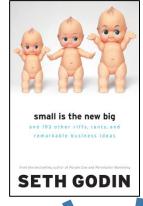
Marketing and International Finance

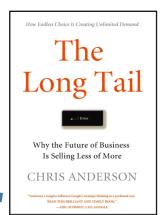
Emotional Intelligence Richard Boyatzis

1999

Appreciative Inquiry David Cooperrider



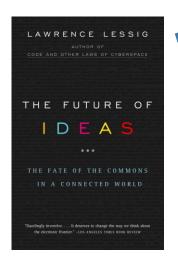


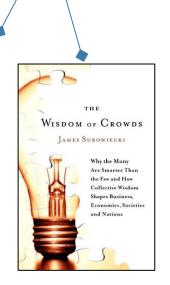


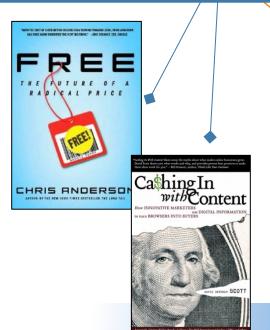
2007

Present

Learning about community











- ① Me
- 2 You
- 3 Community

What is and what is not?

What, exactly, do you do?

- + Defined
- + In theory
- + In practice
 - + What is an intervention?
 - + What are the qualities of a successful intervention?

Organization Development

- + Principles
- + Law
- + Reality

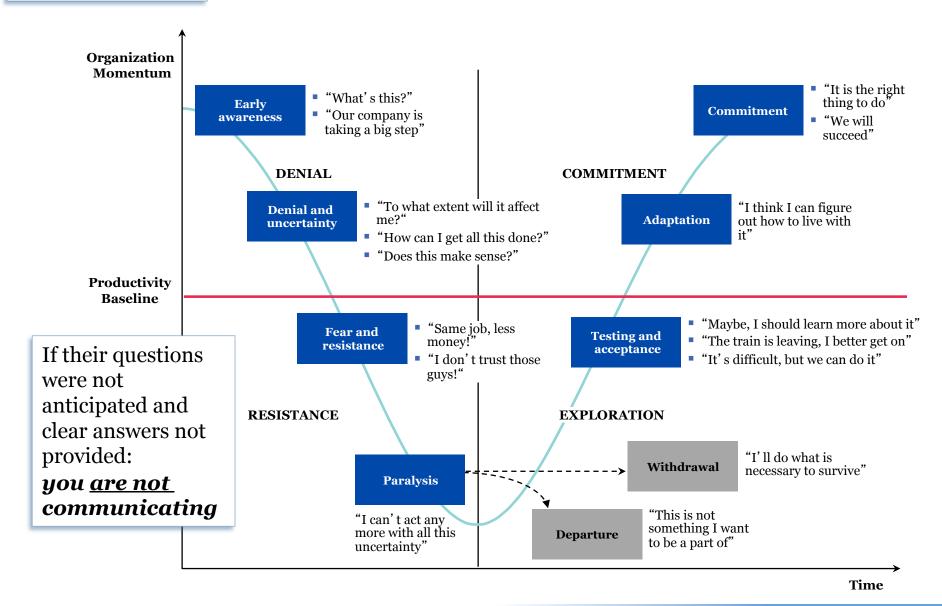




Change as a journey of fellowship



Questions along the valley of despair [change curve]





OD, manage a process or enable a promise

Information, communication, or community – the return on involvement

Awareness Understanding/ Involvement Training/ Acceptance Transition Follow up

- What is the transformation about?
- Why is there a need for it?
- What major changes will occur?
- How will my organization be different?
- What does it mean to end users?
- What is the timeline for significant events?

- How will the changes impact me and job?
- What are my new roles and responsibilities?
- How can I influence the changes?
- What new functionalities will be provided?
- How will the current processes change?
- How will the progress be measured and reported?
- Where do I go to find more information?

- How does the change/process/ technology work?
- How will the changes help me?
- What are my new responsibilities?
- What support will I have after training?
- Who are the primary points of contact
- Who can answer my questions?

- How will the changes be implemented?
- Who can I call if I have problems?
- When will the changes be implemented?
- How are the customers adapting throughout the transition process?
- What communications channels are working/not working?
- What kind of concerns do the customers have?
- What are the lessons learned?

Do you develop communication that clearly answers: What's in it for me?



- ① Me
- 2 You
- **3** Community

Social media leading change

Social media principles ... or organization development principles

- + Discern
- + Diagnose
- + Design
- + Deliver
 - + Monitor/Measure
 - + Modify
 - + Magnify

Information versus Communication

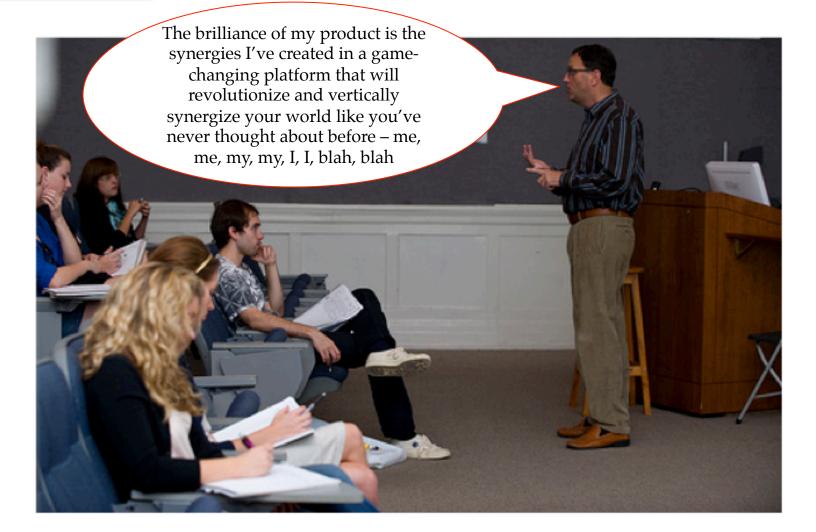
The grand rule of communication: know your audience.

- + Information is one-way (display)
- + Communication is two-way (feedback, adjust)

Always filtered through WIIFM (What's in it for me!)



Marketing 1.0 – one-way, outbound





Communication saturation filters

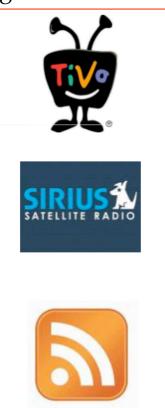
Marketing 1.0 – one-way, outbound

Advertising









Direct Marketing













source: hubspot.com



Marketing 2.0 – two-way, inbound







Marketing 2.0 (inbound)

Blog

Search Engine Optimization

Social Media



























source: hubspot.com



Where's the party?



- ① Me
- 2 You
- **3** Community

From: command/control, To: contribute/collaborate

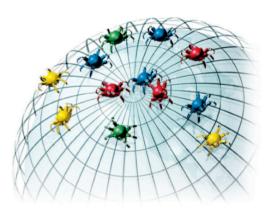
Marketing 1.0 the distribution is the value; command and control

- + Community
- + Transparency
 - + only 14% of people trust advertisements
 - + 78% trust the recommendations of other customers

Marketing 2.0 the content is the value; contribute and collaborate

- + Get found
- + Be sticky
- + Call to action

1 - Get found



2 – Be sticky



3 – Call to action



- (1) Me
- 2 You
- **3** Community



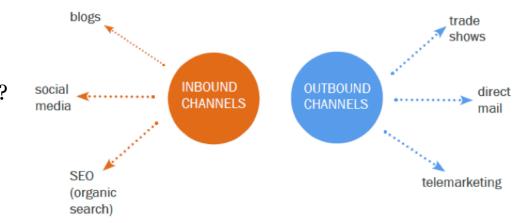
The engagement strategy

- 1. Persona design
- 2. What answers can you provide for what they search for
- 3. Keywords
- 4. Key phrases
- 5. Think like a publisher compelling content, unique to them
- 6. Think like a publisher compelling content, unique to their community

People search for answers to their questions, not your content

Focus on the keywords and phrases that buyers use

- + Who are your clients? Prospects?
- + What are they interested in?
- + What do you want to hear from them?
- + What do you want to talk to them about?
- + Segmentation
- + What value can you offer?
- + What are your goals?





- ① Me
- 2 You
- **3** Community



Persona - the best of community

- 1. Identify the persona(s) of who needs your solution?
- 2. Investigate words and phrases they use to describe problems?
 - + Search engines answer questions
 - + 3 and 7
- 3. Develop content that describes issues and problems they have faced and then provides details on how to solve these problems
 - + What are their problems?
 - + What keeps them awake at night?
 - + What do they want to know?

From leading to contributing







17

- (1) Me
- 2 You
- **3** Community



To get found, find out about persona

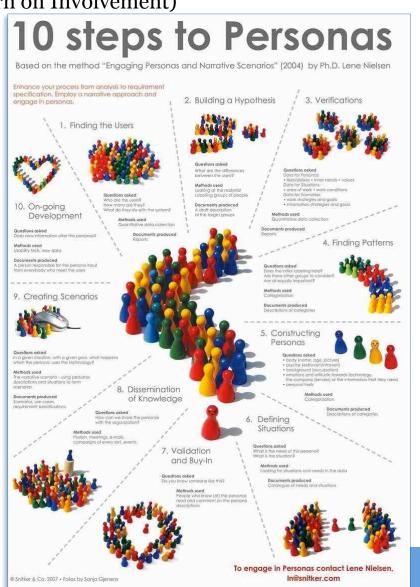
Your buyer is faced with problems, develop topics that appeal to them

- Measurable ROI (Return on Involvement)
- + What's in it for Me? What's in it for Them? WIIFT?

Answer WIIFM? with WIIFT?

- + Create an archetype of your buyer persona with all the details you can provide:
 - + what the user does,
 - + is motivated professionally by,
 - + reads, works, is interested in
- + The goal is to understand this person's motivation and need.
 - + What's in it for them now provides answers to What's in it for me





① Me

2 You

3 Community



Keyword meritocracy and persona identification

Persona matrix worksheet				
The Person	Who are they?	Why are they interested?		
The Hypothesis	+ Work conditions+ Work strategies and goals?	Information strategies and needs		
Verification	+ Likes/Dislikes+ Inner Needs+ Values	+ Area of Work+ Work Conditions		
Defining	What is the need of this person			
Validation	+ Goals+ What engages this persona+ Feeling about industry	+ Feeling about networking+ Feeling about learning+ What are the differences between personas		

Where is this coming from?

+ Technology - design user interface

+ Technology - user experience engineering

+ Marketing – David Meerman Scott

+ Marketing – Seth Godin

+ Marketing – Chris Brogan

"Turn strangers into friends,

turn friends into customers,

turn customers into salespeople..."

Seth Godin



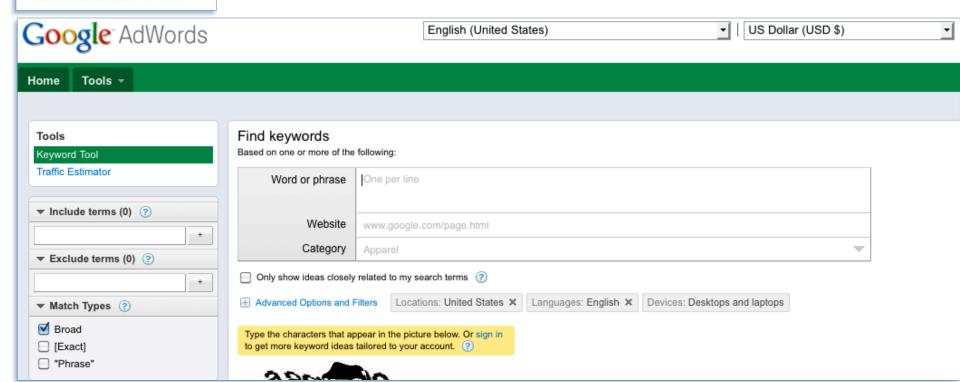
1 Me2 You3 Community

Let's talk about what you want and what is searched

- + Example
- + Case break out [see template pages 39-41]



pic source: http://ephemeralnewyork.files.wordpress.com/2010/04/cornercoffeeshop.jpg



- (1) Me
- 2 You
- **3** Community



Q: Where to start? A: By listening

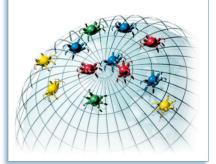
- + The best social media strategy starts with ~3 to 6 months of listening:
- + Start on other sites and seeing what they are talking about then comment
- + COMMENT on influential blogs in your community, industry, complementary industries, and prospective client's markets
- + When you COMMENT, post informative, quality info to position yourself as an expert this is not a sales pitch
- + Develop a community allow COMMENT and respond to them
- + Incorporate subscription and user tracking tools

People don't care what you say until you care about what they say

- + Create content worth linking to
- + Content is remarkable when someone defines it as remarkable, not when your marketing or product manager define it as remarkable. This is the greatest challenge in today's world of marketing.
- + You really have no control over your product's value, however, you do have control about hosting and socializing with people who will advocate, refer, and recommend your service or product.
- + Your strategy relies on enabling others.



- (1) Me
- 2 You
- **3** Community



The Google meritocracy

- + Focus on the keywords and phrases that your buyers use
- + Google, and all search engines, provide answers to questions
- + Don't like the answers you get, tweak the question and try again
- + Answers come back based on meritocracy
 - + Authority
 - + Relevance

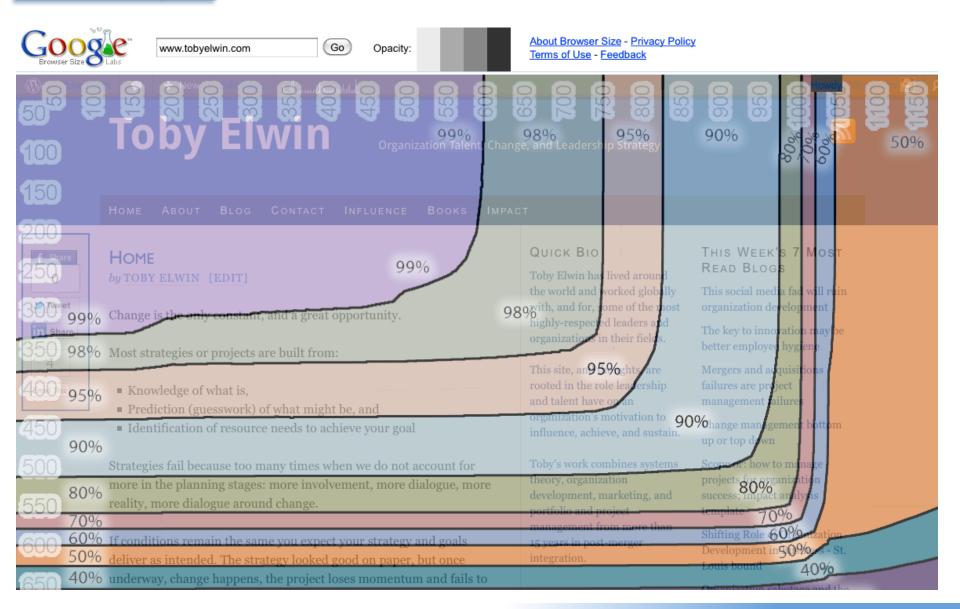


Think like a publisher

- + Offer solutions for each buying persona
- + Show off your expertise
- + Link content to the place where action occurs
- + Think like a publisher
- + Go to **GoogleKeywordTool.com***:
 - 1. Enter a keyword you want to be ranking for.
 - 2. Find out synonymous keyword combinations.
 - 3. Choose one low on competition & with decent monthly traffic.
 - 4. Write a blog post around it.



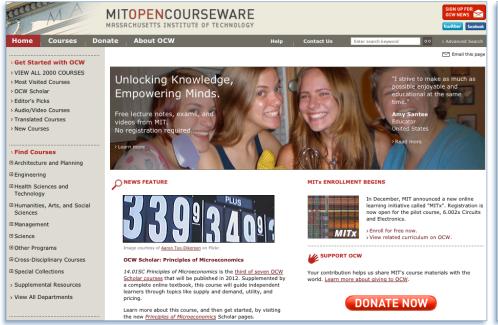
Meritocracy AND user experience matter to Google

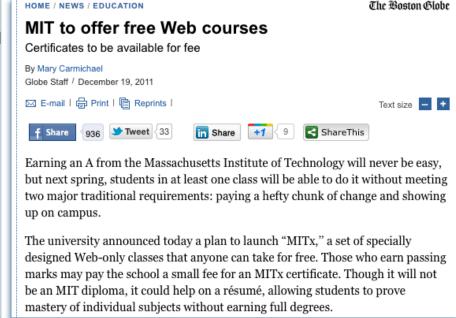




Pardon the interruption from MIT

- + Understand your audience has the same distribution as you do, they can blog and <u>Tweet</u> faster than you or your hierarchy can edit and control spin;
- + Understand who your audience is, don't try to own your audience, provide value to your audience; understand what your audience values, not the features or benefits you want to sell;
 - + Lose control; if you want us to sign up, we move on;
 - + Lose control, stop asking for a wall of information that you want to build your leads database;
- + If you provide valued content and there is a link, people will find and recommend you









- You
- **Community**



ROI Return on Investment or Return on Involvement Google feedburner Toby Elwin blog

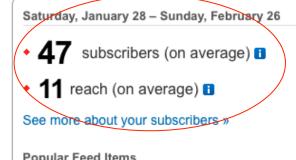
Edit Feed Details... | Delete Feed... | Transfer Feed...

SERVICES

Configure Stats

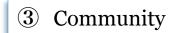


Earn money from all that traffic up there! Your posts pay off with relevant ads from AdSense.



opular reed items		`
NAME	VIEWS	CLICKS
Total	384	504
Change agents are your organization's real leaders	18	197
Shifting Role of Organization Development in Busi	7	125
What's wrong with employee engagement? Ask Facebo	14	77

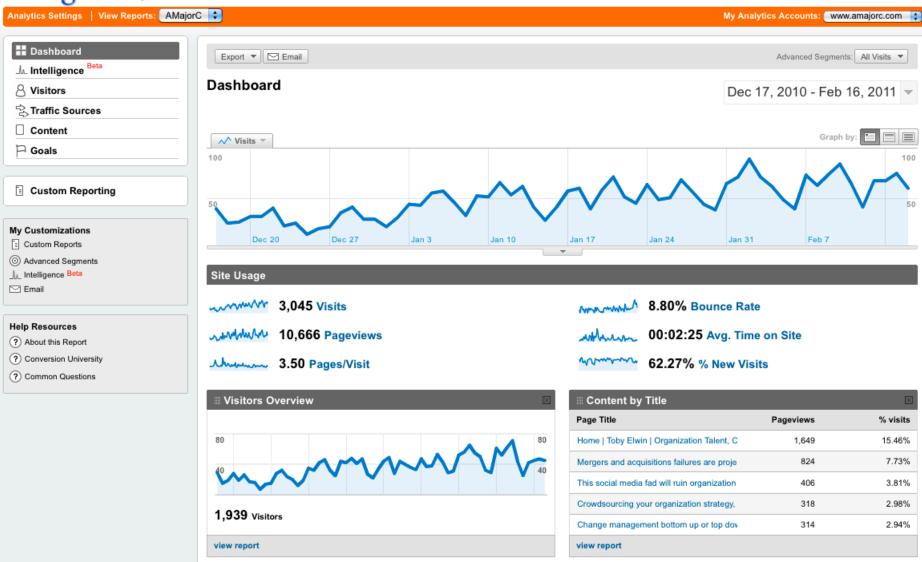




Analyzing return on involvement

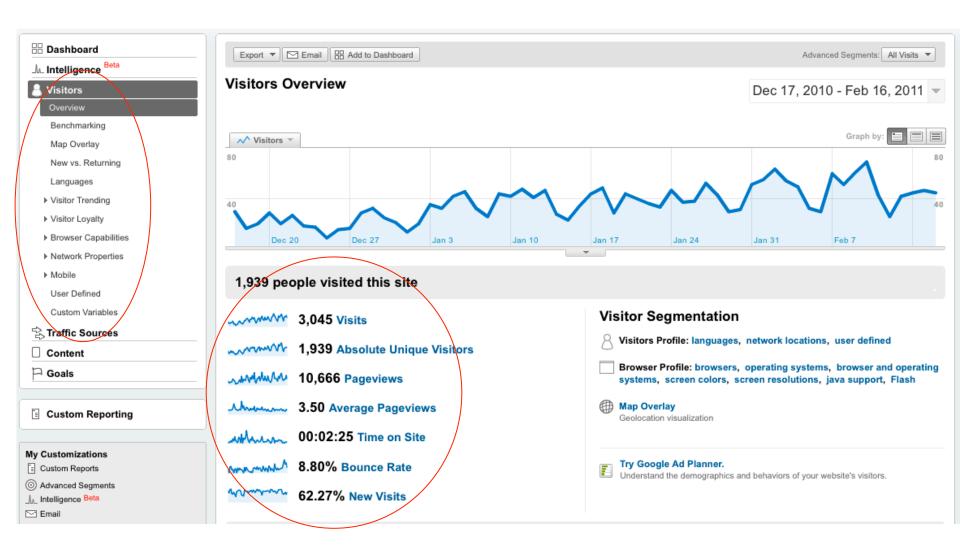


telwin@berklee.net | Settings | My Account | Help | Sign Ou



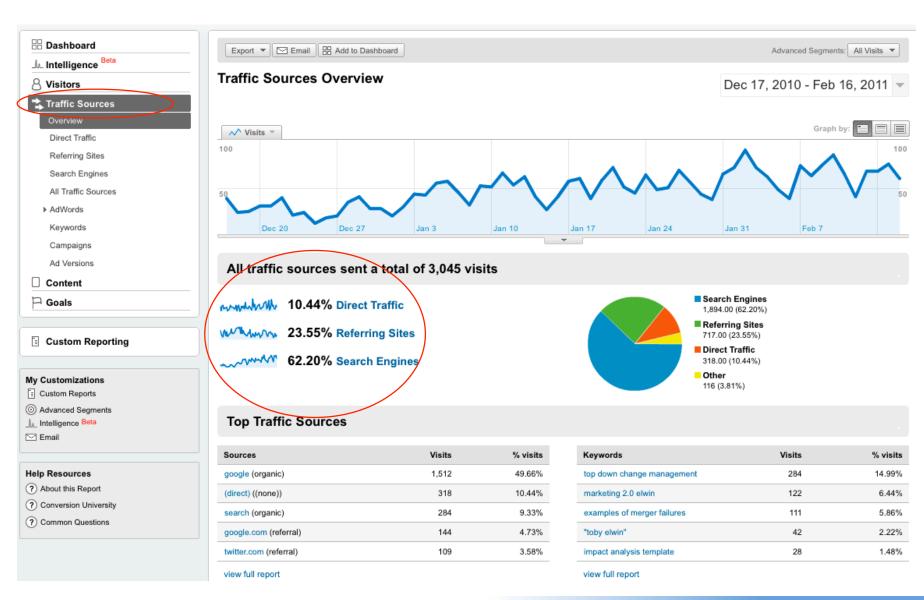


Benefit cost analysis



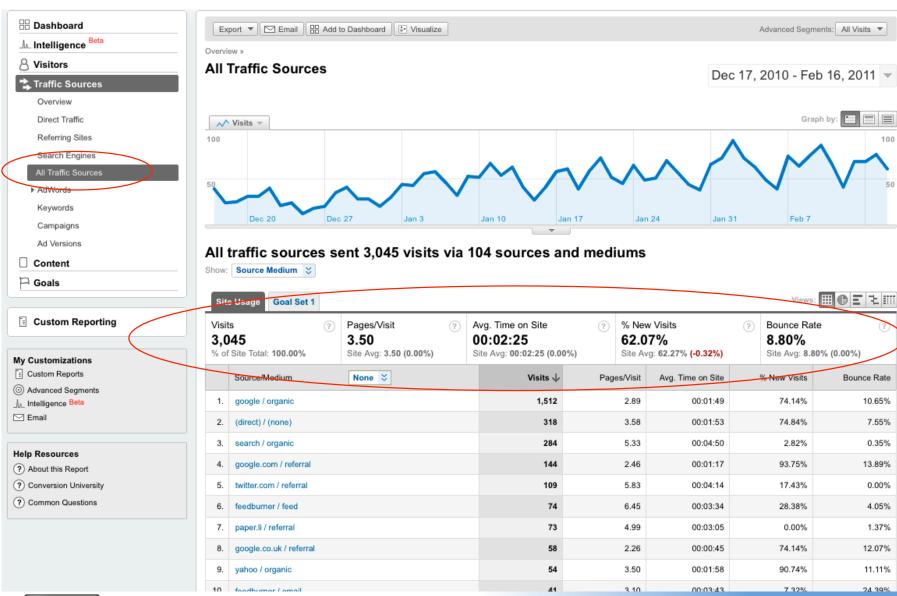


What did they look at?



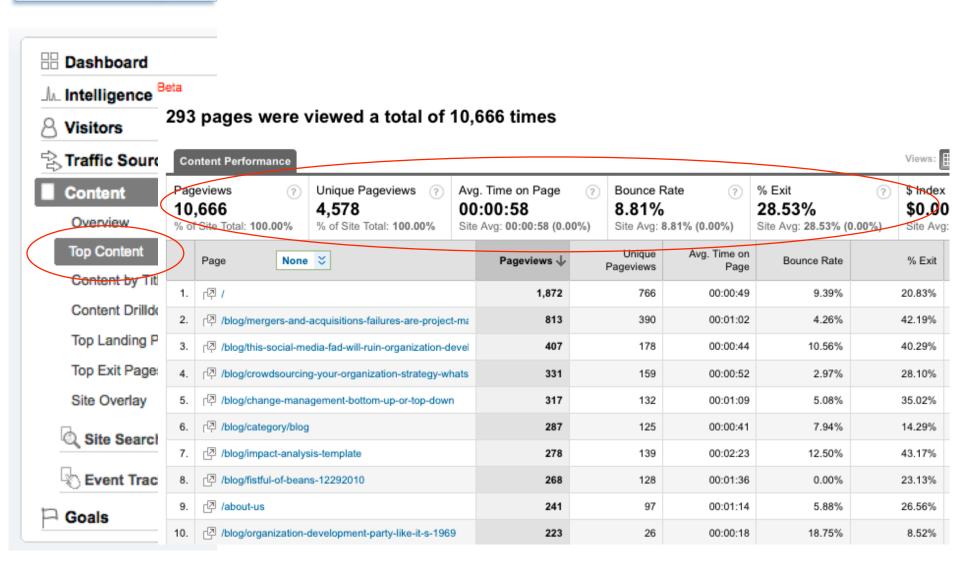


Where are they coming from?





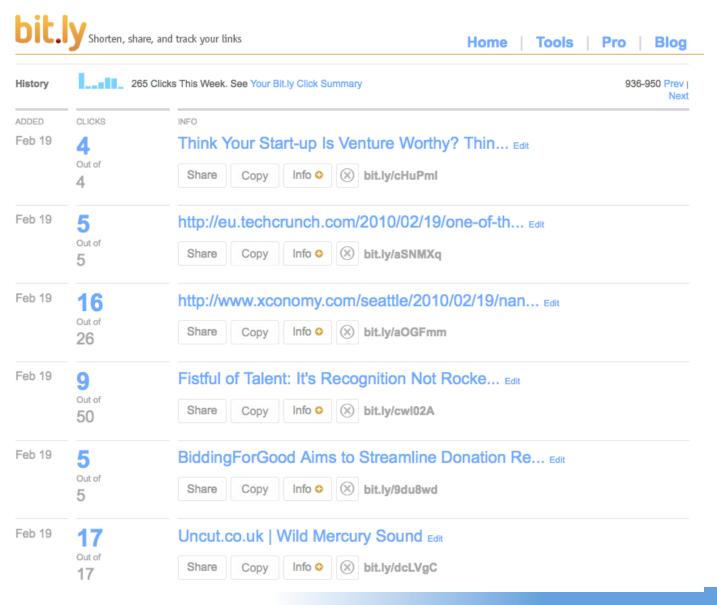
What did they view?





1 Me2 You3 Community

What did they click on?





① Me

2 You

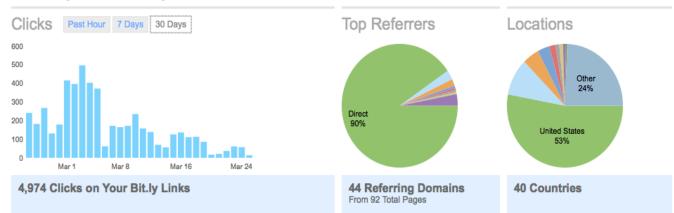
3 Community





Home | Tools | Pro | Blog

Your Bit.ly Click Summary



Referrers Detail

Referring Site	Click(s)
Email Clients, IM, AIR Apps, and Direct +	
twitter.com +	
99designs.com +	87
real-url.org +	33
Registered Applications +	27
bit.ly +	26
untiny.me +	26
www.amajorc.com +	18
www.facebook.com +	15
search.twitter.com +	15
www.linkedin.com +	13
TrendAl.com +	13
www.google.com +	11
www.blogcatalog.com +	
realurl.org +	
hootsuite.com +	
www.eventbrite.com +	6

Locations Detail

Country	Click(s)
United States	2,634
Other	1,088
Russian Federation	481
France	231
Korea, Republic of	167
Switzerland	84
Germany	54
United Kingdom	52
Japan	41
India	18
Canada	15
Portugal	13
Poland	11
Ireland	9
Netherlands	8
Indonesia	8
Turkey	6



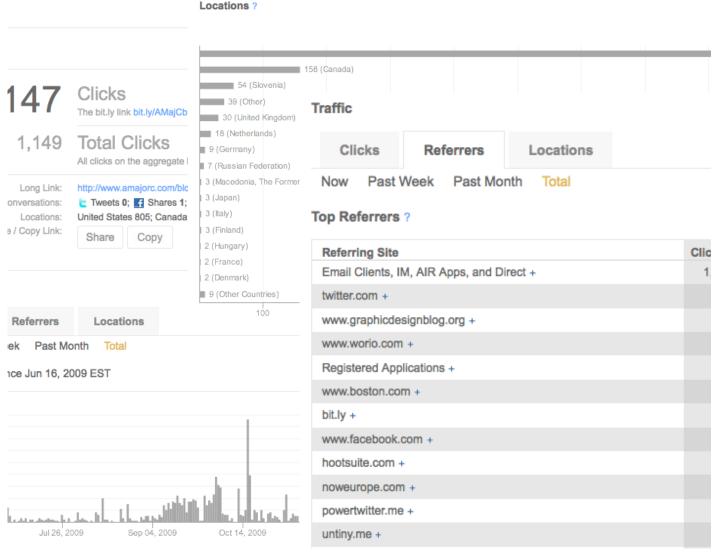
 $\widehat{\mathbf{1}}$ Me

2 You

3 Community



Who did they share with?





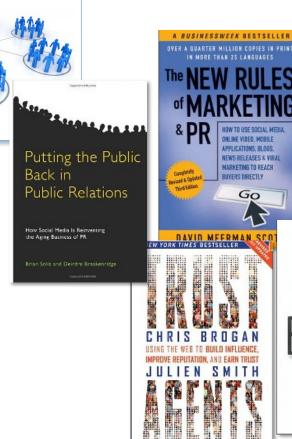


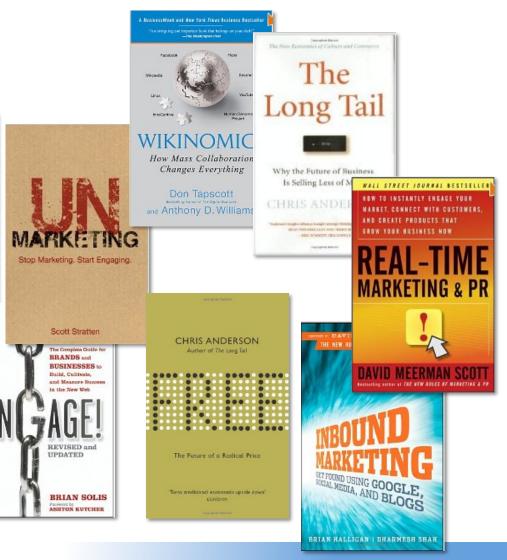
 $\widehat{\mathbf{1}}$ Me

The new breed

2 You

3 Community







- (1) Me
- 2 You
- **3** Community



Communities to seek out

Blogs

- + Seth Godin sethgodin.typepad.com
- + Mike Volpe mikevolpe.com
- + Corvida Raven shegeeks.net
- + Chris Brogan chrisbrogan.com

Introduction: Search Engine, Web Strategy, and Technology

- + <u>HubSpot.com</u>
- + <u>InboundMarketing.com</u>
- + <u>NewSiteMediaGroup.com</u>
- + <u>HubSpot.tv</u>
- + SEOmoz.org
- + <u>SearchEngineWatch.com</u>
- + <u>TopRankMarketing.com</u>

User Interface

+ User Interface Engineering - <u>uie.com/brainsparks</u> (*brilliant OD angle*)

Marketing

- + DavidMeermanScott.com
- + BrianSolis.com
- + Adelle Revella-<u>buyerpersona.com</u>

Human Resources

- + FistfulofTalent.com
- + HRCapitalist.com

Twitter:

- @HubSpot
- @incentintel
- @socialmedia247
- @socialmedia630
- @BrianSolis
- @cydtetro
- @SocialMediaClub
- @KarenRubin
- @SteinarKnutsen
- @mvolpe



① Me

Get found, be sticky, calls to community action

You

Community



1 Me The principles of the best organization development

You

Community







Appendix 1



Persona and keyword breakout 1 of 3

Modified from Dr. Lene Nielsen's work on usability and buy-in. Suggested for social media by author David Meerman Scott

Instructions: The idea is to create an archetype of your buyer persona with all the details you can provide: what the user does, is motivated professionally by, reads, works, is interested in, etc. Try to understand this person's motivation and need.

The Person	Who are they?
	Why are they interested?
The Hypothesis	Work conditions
	Work strategies and goals?
	Information strategies and needs
Verification	Likes/Dislikes
	Inner Needs
	Values
	Area of Work
	Work Conditions
	continued on nout name

...continued on next page





Persona and keyword breakout 2 of 3

Modified from Dr. Lene Nielsen's work on usability and buy-in. Suggested for social media by author David Meerman Scott

Defining	What is the need of this person
Validation	Goals
	What engages this persona
	Feeling about the industry
	Feeling about technology
	Feeling about networking
	Feeling about learning
	What are the differences between them

Source: Modified this effort from the following source: Ten Steps to User Persona By Dr. Lene Nielsen



Persona and keyword breakout 3 of 3

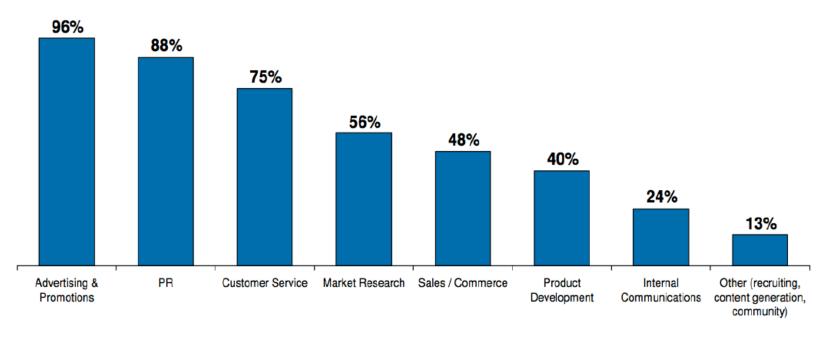
Modified from Dr. Lene Nielsen's work on usability and buy-in. Suggested for social media by author David Meerman Scott

#	Insert keywords			
	Insert key phrases			
ı				



Appendix 2

Social Media Platform Usage

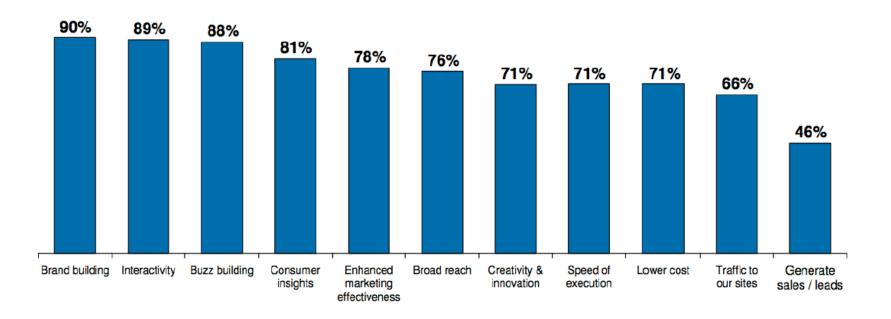


Source: Booz & Company / Buddy Media Campaigns to Capabilities Social Media & Marketing 2011 Survey results





Benefits Derived From Social Media

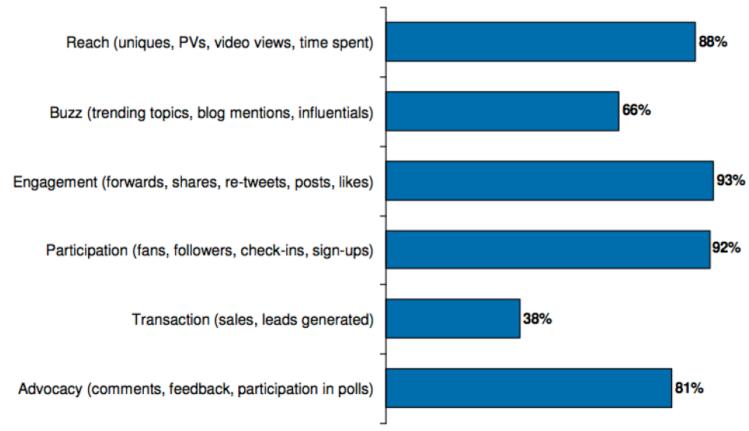


Source: Booz & Company / Buddy Media Campaigns to Capabilities Social Media & Marketing 2011 Survey results





Metrics Used For Social Media

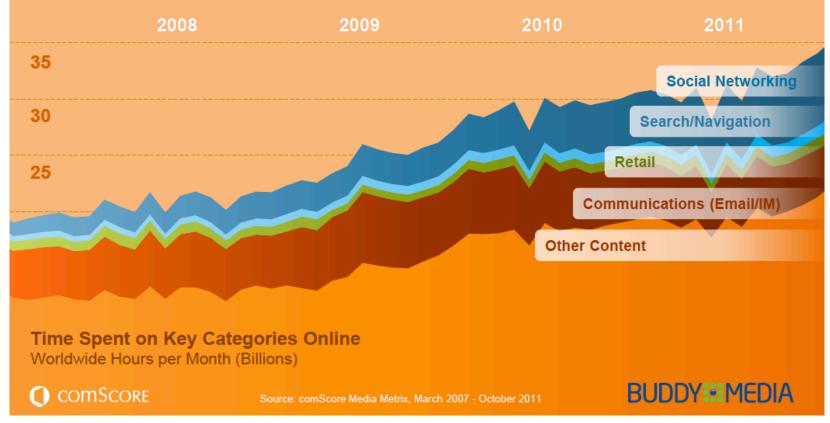


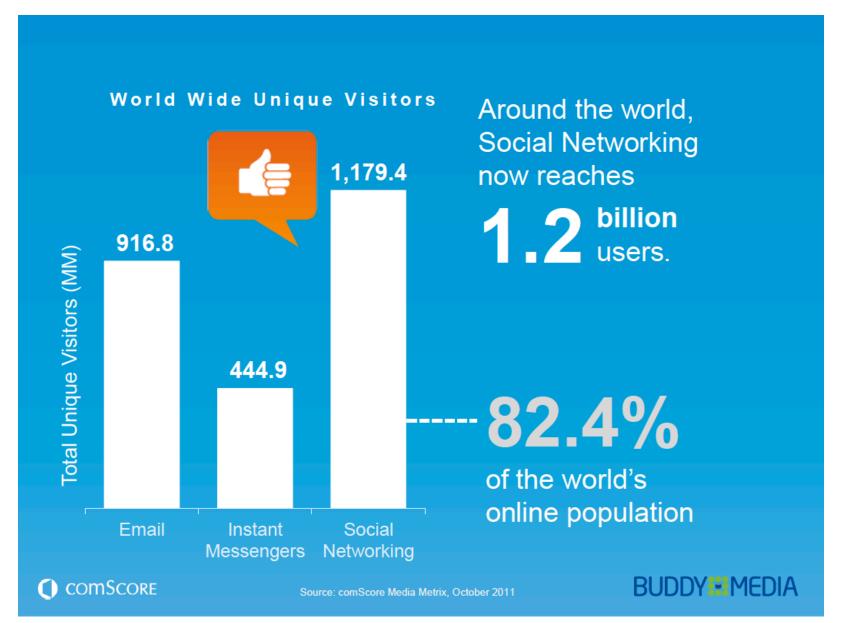
Source: Booz & Company / Buddy Media Campaigns to Capabilities Social Media & Marketing 2011 Survey results





Nearly in 5 minutes online is spent on social networks.





The Social Media Data Stacks

"The Social Media Data Stacks" is part of Watershed Publishing's Data Insights series featuring trends, data and research. This collection brings together months of surveys, reports and insights released by nationally recognized research and marketing organizations focused on keeping pace with the latest data about social media – its growth and use.

The charts in this collection are **ready to use**, **download**, **format**, and otherwise support your marketing goals. **Feel free to share** the whole presentation or any slide, with your colleagues and business partners, but **please preserve credits** to our sponsor, **HubSpot**, our research partners who provide the source data, and our links to MarketingCharts.com.





The Social Media Data Stacks

Social media is a powerful force. Consider these facts.

- > Social media site users spend an average of 5.4 hours a month engaged in networking sites.
- Facebook attracts 734.2 million unique visitors a month.
- > Half of TV viewers tweet about TV shows.

It is little wonder that marketers work so hard to keep pace of the social media momentum.

In MarketingCharts' "The Social Media Data Stacks" you will get the latest data on the incredible reach and influence of Facebook and other social media sites, as well as critical information on how marketers are reacting to and budgeting for social media.

One of the most surprising statistics is that **68% of CMOs report that they feel "unprepared"** for the challenges of social media marketing. Many of the **45 charts and accompanying analysis** will help provide you with key data that can explain why social media marketing is so challenging, and when done well, so rewarding.

We hope you'll find the information in this data stack helpful to your social media marketing efforts.

Enjoy!

The HubSpot Team

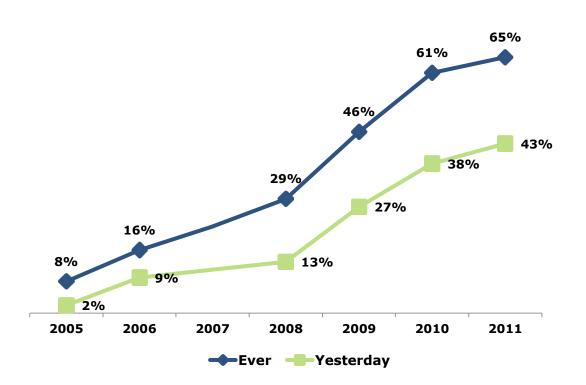


Site Usage Grows from 8% to 65%

Social Network Site Use Growth

% of online adults, 2005-2011

Source: Pew Internet & American Life Project



Pew Research found that two-thirds of adult internet users (65%) now use a social networking site like MySpace, Facebook or LinkedIn, up almost 7% from one year ago (61%), and this is about eight times the 8% who said they used social networking sites in 2005.

Looking at usage on a typical day, 43% of online adults use social networking. Out of all the "daily" online activities that Pew polls about, only email (which 61% of internet users access on a typical day) and search engines (which 59% use on a typical day) are used more frequently than social networking tools.



68% of CMOs Challenged by Social Media

Marketing Challenges Reported by CMOs

% of respondents, October 2011

Source: IBM



Nearly seven in 10 (68%) global chief marketing officers (CMOs)

feel unprepared for the demands of social media marketing, according to a study released by IBM. This is second only to the 71% who are challenged by the socalled marketing "data explosion."

A large portion of CMOs also feel unprepared for growth of channel and device choices (65%), shifting consumer demographics (63%) and financial constraints (59%).



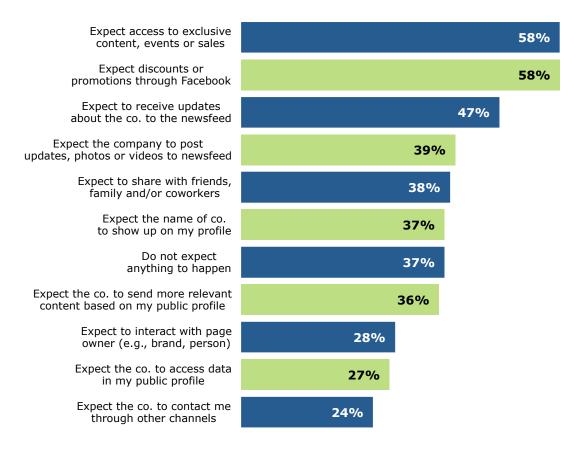


Consumers Expect Something for "Like"

Consumer Expectations for Brand Liking

% of Facebook users, **September 2011**

Source: ExactTarget



EaxctTarget reports that more than six in 10 (63%) Facebook users who "like" a brand or product on Facebook expect something in return. Results from "The Meaning of Like" indicate that a leading 58% of Facebook likers expect both access to exclusive content, events or sales, and discounts or promotions through Facebook. Only 37% do not expect anything to happen.

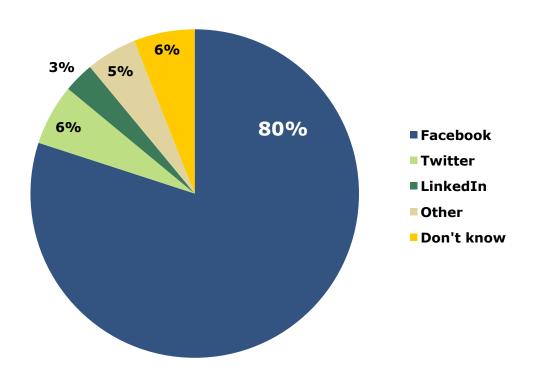




8 in 10 Connect to Brands on Facebook

Preferred Social Network for Brand Connection

% of social network users, **May 2011 Source:** Edison Research and Arbitron



Edison Research and Arbitron found that 80% of US social network users preferred to connect with brands through Facebook.

This dwarfs all other social media networks, with Twitter in a tie with "Don' t Know" for a very distant second place, at 6% of users.

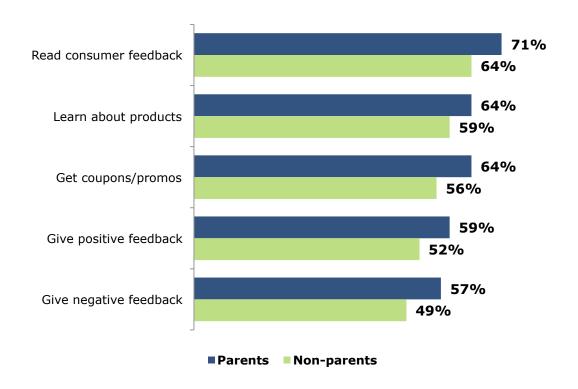


SocNet Users Want Deals, Discussion

Social Media Use for Products/Services Information

% of respondents, October 2011

Source: NM Incite



NM Incite found that social network users see the platforms as a useful shopping and research tool, and participate with the

desire to view and contribute to reviews of products and services. 68% of social media users (71% of parents and 64% of non-parents) go to social networking sites to read product reviews and more than half use these sites to provide product feedback, both positive and negative.

Getting coupons is also popular, with 58% overall usage (64% of parents and 56% of non-parents).



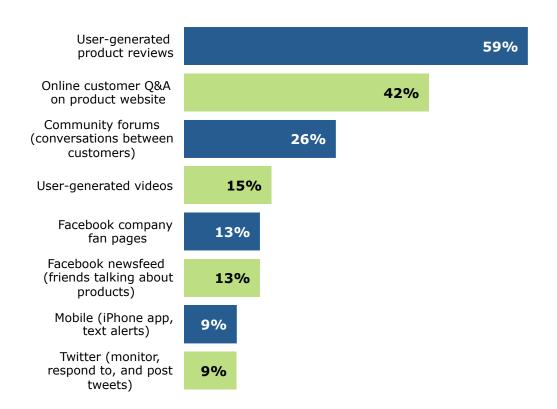


Social Sites Impact 35% of Shoppers

Community, Social Tools that Impact Buying

% of respondents, June 2011

Source: e-tailing group, PowerReviews



About six in 10 (59%) online shoppers say user-generated customer product reviews have a significant or good impact on their buying behavior, according to the e-tailing group and PowerReviews.

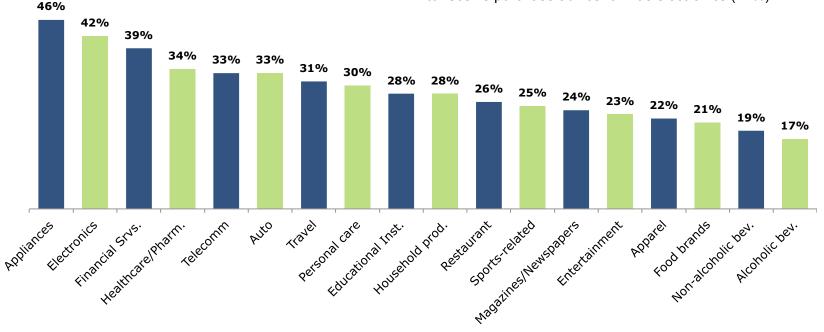
Community forums influence 26% of shoppers. The social media sites, altogether, influence the buying behavior of 35% of online shoppers: Facebook fan pages affect 13% of online shoppers; the Facebook newsfeed influences another 13% and Twitter, another 9%.



On Average, 29% Seek Purchase Advice

Social Networks as a Source of Purchasing Advice % of respondents who sought advice, June 2011 Source: ROI Research and Performics

Social networks are a resource, with an average of 29% of consumers seeking buying advice. Less than half of online consumers obtain purchase advice on products in any vertical covered by the survey, with appliances the most popular at 46%. The only other vertical which more than four in 10 online consumers said they go to social networks to receive purchase advice for was electronics (42%).





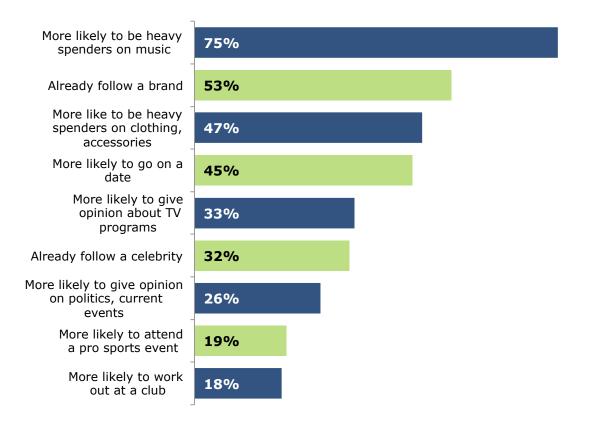


Active SocNet Users Take It Offline

Lifestyle Habits of Active Social Network Users

% of total, compared to average internet users, $\bf Q3~2011$

Source: The Nielsen Company



Active social network users, according to Nielsen, are 75% more likely to spend heavily on music and 47% more likely to heavily spend on clothing, shoes and accessories. They are 45% more likely to go on a date. Other areas where heavy social network users show more likelihood of participating include giving opinions on TV programs (33%), giving opinions on politics and current events (26%), attending professional sporting events (19%) and working out at a gym or health club (18%).





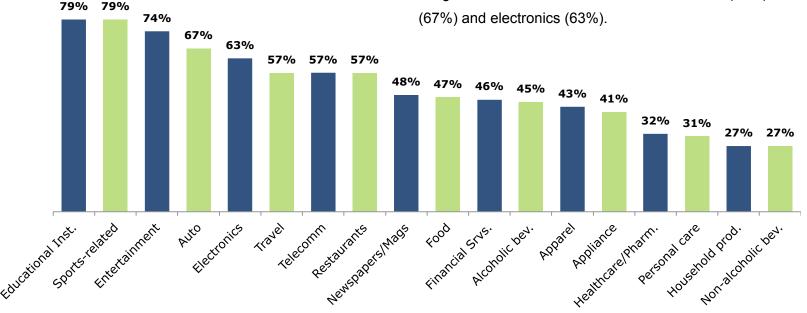
Sports, Education Lead Discussions

Product Discussion via Social Networks

% of respondents who had discussion in vertical **June 2011 Source:** ROI Research and Performics

The ROI research survey asked

consumers about their discussions on a variety of vertical products on social networks. About eight in 10 (79%) online consumers indicated they discuss educational institutions and sports-related products. Other verticals generating social network discussions with a high rate of consumers include entertainment (74%), automotive (67%) and electronics (63%).









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