Social Network Analysis Pioneer, Dr. Karen Stephenson Joins TrustSphere to Build its Science Advisory Board

NEW YORK, Oct. 25, 2018 /PRNewswire/ -- TrustSphere, a recognized market leader in Relationship Analytics and Organizational Network Analytics (ONA), is pleased to announce the creation of its Science Advisory Board, with the appointment of Social Network Analysis pioneer, Dr. Karen Stephenson. Dr. Stephenson will work closely with TrustSphere's team and provide additional scientific guidance to the company's product strategy, research and development.

An award-winning corporate anthropologist Dr. Stephenson has been lauded for her ground-breaking work in social network theory, and network management. Having forged an innovative approach that integrates the natural sciences (quantum physics and chemistry) with the social sciences (anthropology), she has transformed the concept of network analysis. Leading organizations, governments, and public

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bodies have leveraged her insights into social networks on matters ranging from workplace collaboration and transformation to "*hidden intelligence*" about terrorist networks to deploying "*urban transformation*" projects. She has advised J.P. Morgan & Company on mergers and acquisitions, demonstrated how IBM could reengineer its own culture and the culture of its clients, identified the best candidates for leadership succession at the NIH (National Institutes of Health) and developed an approach for leading biotech and engineering firms such as Genentech, Amgen and Shell to identify and foster their innovation. With over three decades of experience in teaching network management at UCLA, Harvard and Yale, Dr. Stephenson also conducts executive workshops for the Rotterdam School of Management and Erasmus University in conjunction with EU and NATO clients.

TrustSphere's CEO, **Manish Goel** said, "*We are thrilled to have Dr. Stephenson join TrustSphere as the inaugural member of our Science Advisory Board. Her visionary work in social networks, expertise on network theory and management and innovative research on "the quantum theory of trust" opens up new insights into the unknown forces of human interaction behind organizational walls— particularly those that can't be captured in formal structures, such as reporting relationships. We look forward to working with her on introducing these innovative insights into our Relationship Analytics and ONA technologies.*" Continued **Mr. Goel**, "*with the creation of TrustSphere's Science Board, we are reinforcing our commitment to being a premier, innovation-driven organization, focused on developing data-driven HR technologies that will help to augment human talent in the Future Of Work.*"

"*I always quip: 'Don't be fooled by randomness' because connections over a lifetime have led to this board appointment. It is an honour to collaborate with the talented and visionary people of TrustSphere. Together, we understand the gravity that network science brings to People Analytics. We are looking forward to unraveling this science where we expect to unleash the power between individuals as well as within whole organizational cultures,*" said **Dr. Karen Stephenson**

Today the analysis of human networks in organizations has become a recognized and incorporated approach in People Analytics, essential to meet HR and business challenges in the Future Of Work. TrustSphere's Science Advisory Board will develop the company's Network Science methodologies, and examine aspects such as measurement and evaluation, validity and adherence to scientific, ethical and legal requirements.

TrustSphere has pioneered a new category of Relationship Analytics based on network analysis that is becoming a must-have in HR and business line decision-making. TrustSphere is working with enterprise clients across industries including financial services, telecommunications, pharmaceuticals, technology and media to drive data-driven decisions across various human capital management processes. These include identifying high-potentials ("HiPOs") and hidden influencers, measuring the impact of leadership development, accelerating new staff onboarding, enhancing collaboration and quantifying the effectiveness of Diversity & Inclusion ("D&I") programs.

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