

# thenetworkone Exchange Program FAQ's

## **introduction**

The ability to enable your employees to experience working in other offices located in different countries around the world, has traditionally been the reserve of the international network agencies that have the infrastructure to facilitate such exchange programs.

However, now thenetworkone has developed an inter-agency exchange program that will mean independent agencies can do this too.

## **about the program**

The program aims to 'link-up' thenetworkone member agencies who'd like to exchange similarly skilled employees for a pre-determined period of time – we suggest a month to six weeks. The objective of the program is to enable the participating agencies and employees to benefit from a cultural, ideas and skills exchange – forging links and professional friendships that would not otherwise have existed.

## **who is eligible?**

The program is open to all agency members of thenetworkone. It is ideally suited to mid-level agency employees (account managers, account directors, planners and creative teams), who would benefit most from the experience at this time in their careers and have the personal and professional flexibility to live in another country for a month.

## **how does it work?**

thenetworkone will be keeping a register of those agencies wishing to participate in the program. Each participating agency will provide details of the team they would like to exchange – such as job role and experience.

thenetworkone will 'match-up' participating agencies based on agency sector experience (B2C, B2B, automotive etc.) and the job roles and skill sets of the teams to be exchanged.

This is important because exchanged employees must be able to perform a similar role within their host agencies to that which they'd do in their own, in order that they can fully participate and contribute to the host agency.

Once thenetworkone has determined a suitable 'match' we will introduce one agency to the other so that the agency owners can arrange the details of the exchange directly between themselves.

## **what does it cost?**

We have tried to minimise the costs associated with this program as much as possible and as would suggest any participating agencies should be looking at the following possible expenditure:

### *Exchange organisation:*

No charge, covered by TNO membership.

*Flights / travel:*

Participating agencies pay for their own employees travel to the selected destination. Additional personal travel whilst away should be at the individual employee's expense or at the discretion of the sender agency.

*Salary:*

Participating agencies pay their own employees as normal. It is the responsibility of the individual employee to arrange with their employing agency how their personal funds might be accessed whilst away if so required.

*Accommodation:*

If possible, participants would be asked to 'swap' homes for the duration of the exchange. Otherwise accommodation costs (such as hotels) would need to be met by the sender agency.

*Expenses:*

At the discretion of the participating agencies

**what are the main benefit to the agency?**

There are several key benefits for participating agencies in this program.

1. it is a great reward to offer existing employees you wish to retain and a huge incentive to offer to prospective new employees.
2. once the employee has been on the exchange program, the agency benefits from having additional practical international knowledge in-house.
3. whilst the exchanged employees are in the agency, there is an opportunity for a cultural and ideas exchange to take place between the all members of the agency and the exchanged employees.
4. the agencies participating will form new professional friendships and maybe develop additional opportunities outside the program.
5. the cost of the program. is minimal as illustrated above

Please let me know the colleague(s) who would like to take part in the program, their current roles and past experience together with details about where they would like to be placed and I will look into relevant matches. Also, do let me know if you would be willing to also host employee from another agency.