Change Management

With HOW⁴ you can:

- Map how the work is really played
- Locate influencers, leaders and hidden 'experts'
- Identify the best agents of change
- Track down barriers and bottlenecks for communication
- Find and strengthen critical and relevant connections
- Understand how to create community of change leaders

Win resistance

More than 75% of organizational operations fail due to resistance of the internal resources to the efforts and initiatives undertaken to achieve them. HOW⁴ quickly and effectively allows to deeply know the organization in order to strengthen the power of the informal networks and in order to influence and overcome the resistance to change.

Find Agents of Change

Driving change by involving those resources within the company that can influence others so to adopt new behaviors, is more effective than driving guidelines from the Top. The challenge, however, consists in spotting these 'informal and hidden leaders' because they are rarely visible on the company organizational charts.

Speed up the organization

HOW⁴ helps organizations to map their real logical operations in order to understand how information moves and who the specific actors are. Then it will be easier to think on its optimization or re-design according to business goals as well as to promote the spread of new ideas, behaviors, change initiatives.

HOW⁴

HOW⁴ is a powerful tool that allows to perform **Organizational Network Analyses** in a **simple**, but extremely **effective** way.
HOW⁴ allows organizations to map **complex networks of communication** between internal resources and their **informal relationships**.
So it will be possible to carry out a comprehensive assessment of the organization from a '**Network Perspective**' providing at least **3 organizational views**: 1. Employees, 2. Units, 3. Company as a whole.

Diagnostic Analysis

Realize a web-based analysis in order to obtain a snapshot of the organization through diagnostic indicators and different organizational views

- ✓ Define scope and organizational focus
- ✓ Administer a web-based survey (4 questions)
- ✓ Read and analyze results
- ✓ Provide evidences and detailed reports

Internal Network Map

Extend some features of the platform to groups of resources in order to support internal processes, facilitate interaction and continuously monitor the organization

- ✓ Define scope and main features
- ✓ Open web-based survey to selected groups
- ✓ Collect profiles and internal expertise
- ✓ Launch & Training

Formal Structure

Visible Organization
Coordination and hierarchical control
Organizational chart and formalized job descriptions
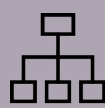
Informal Structure

Invisible Organization
Informal Roles
Network Maps