Knowledge Management

With HOW⁴ you can:

Map the knowledge sharing in your organization

Locate valuable resources or groups for the organization

Improve the knowledge flow among experts or Teams

Break silos, remove bottlenecks, create 'bridge'

Identify 'informal' experts and 'hidden' leaders

Cultivate community of experts and their internal connections

Locate 'informal' knowledge

The value of effective knowledge management is known to every organization. The ability to acquire, develop, share and use internal intellectual resources impacts directly on innovation, productivity and performance. These processes are informal, dynamic and, in many cases, invisible on the organizational charts.

Recognize networks of knowledge

In order to improve the internal knowledge management, you need to understand the flow among Teams and resources, trying to align it with the processes and the organization's goals. HOW⁴ identifies gaps, silos and helps to promote the development of strategic connections between leading experts and knowledge centers.

Connect key resources

Thanks to HOW⁴ you can identify key resources within the organization: problem solvers, the information centers, the generators of ideas and knowledge brokers. They can be displayed within the network and the company can assign individual goals to promote (when appropriate) collaboration and sharing among internal resources.

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

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