

Team Development

With HOW⁴ you can:



Map Project Teams within the organization



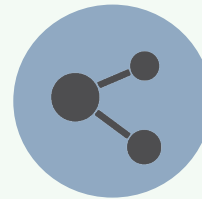
Understand how to effectively structure different Teams



Improve communication between Resources, Teams, Countries



Remove bottlenecks and bridge communication gaps



Effectively measure internal collaboration between resources



Replicate best performances of Teams

Build Effective Teams

Building high potential Teams is a skill that every organization must have to be competitive and to achieve strategic objectives. With HOW⁴ companies identify what resources they can put together in order to get effective results while maximizing experience, skills and internal collaboration among resources.

Facilitate Collaboration

Completing a project is difficult if resources don't communicate effectively, exchange ideas or share information. Many companies invest huge resources to improve communication among Teams and People. Just Few companies make this possible by a systematic approach focused on gathering the right people around the same table.

Know internal dynamics

With HOW⁴ you can monitor the cooperation within a specific Team and among different Teams so as to develop actions that improve performance. Why this? Because it optimizes, when necessary, the internal and external cohesion of each Team in order to promote the productivity and speed up the execution.

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



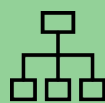
Internal Network Map

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

