

Organizational Network Analysis



A)

WHAT

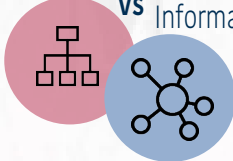
Understanding and mapping how main companies **really work** by analysing the relationships and the level of **cooperation** among Resources



Formal Structure

Vs

Informal Structure



HOW

A **4-5 questions** web-based survey
5' average time to fill in
>85% average response rate

B)



HOW⁴ at a glance

3 EASY STEPS

MANY OUTPUTS

USEFUL APPLICATIONS

CLOUD SERVICE

01

- WEB SURVEY
- REAL-TIME RESULTS
- DATA ANALYSIS

02

- NETWORK MAPS
- DYNAMIC INDEXES
- BI ANALYTICS

03

- M&A
- ORG. DESIGN
- COOPERATION

04

- NO IT INTERACTION
- USER FRIENDLY
- ONLINE NAVIGATION

Which Tools

HOW⁴ features a platform that allows Network Analysis in **large** and **complex organizations** based on the analysis of the working interactions among people.

HOW⁴ can be used to map how your company really works **as a whole** as well as at **individual level** or by **organizational units**.

HOW⁴ provides **3 modules** according to your goal of mapping and analysis.

Tailored synthesis indicators facilitate understanding of the evidences according to key management view.



- Basic applicative to find out how the organization works
- **4 questions**
- Maps and over 20 quantitative indicators



HOW Targets[®]

- Re-read the internal business network in relation to the strategic objectives
- **4 questions**
- Over 10 analytic indexes

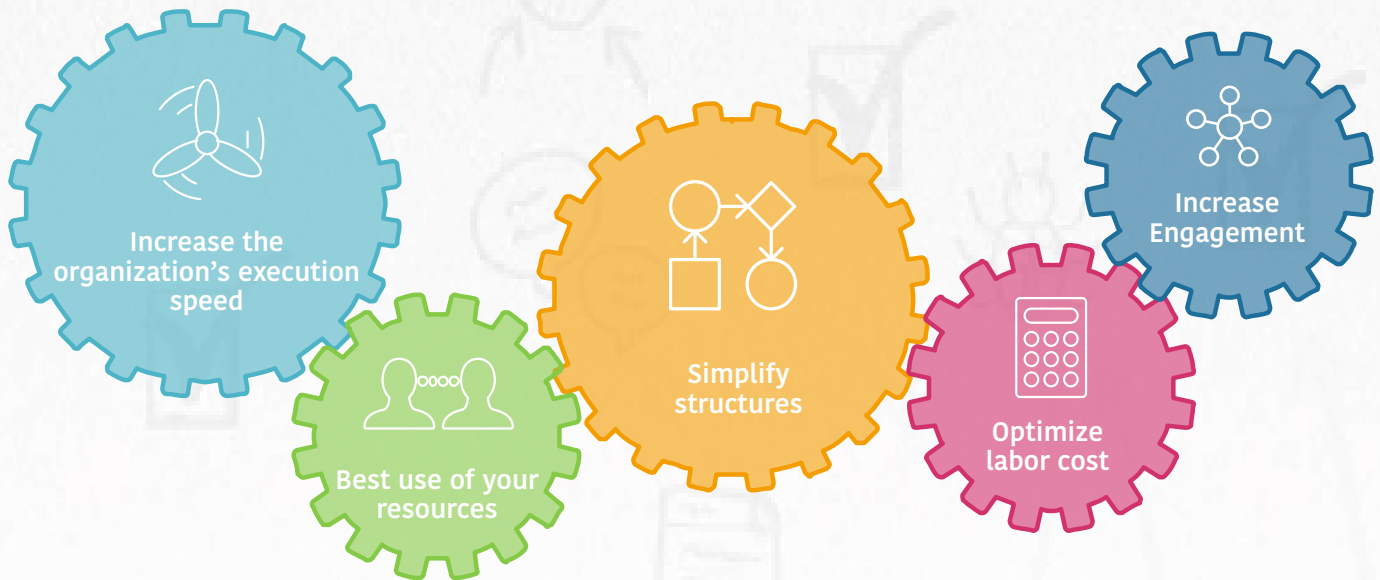


HOW 360[★]

- Reinventing the 360° approach based on the network's evidences
- **5 questions**
- Maps and personal insights



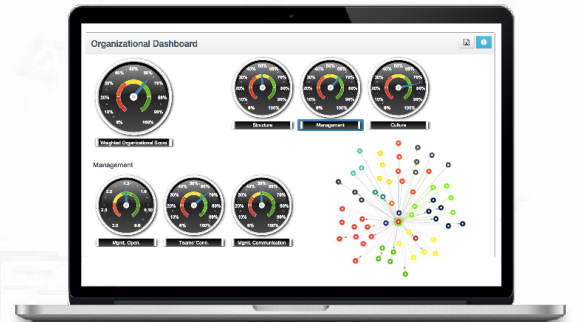
Why?



INDEXES FOR THE ENTIRE ORGANIZATION

INDEXES FOR TEAMS

INDEXES FOR INDIVIDUALS



Timing



SET UP

- Definition of the organizational layers (Unit/Team) according to the kind of analysis to be sorted out
- Information collection to sort out the Database



SUBMIT SURVEY

- Communication of the initiative
- Submit survey to participants



ANALYSIS OF RESULTS

- Reading and management analysis of the evidences
- Sharing results, identifying first recommendations of intervention and in-depth

* or more according to analysis dimension and the organizational framework

