

# Organizational Performance

With HOW<sup>4</sup> you can:



Detail the information flow within projects / process



Act on interactions to strengthen the organization



Understand the relational patterns within each process



Identify critical links and strengthen key connections



Recognize valuable resources, facilitators and internal hubs



Make decisions to allocate projects or compose Teams

## Focus on key relations

Each organization is a set of connected processes. The best organizations are working to optimize internal processes in order to provide better products or services as efficiently and quickly as possible. The processes are based on the interactions among resources. Boosting these relations is the key to spot efficiency.

## Organize for better performances

Through network maps and quantitative measures, HOW<sup>4</sup> allows to identify the critical connections and key links that should be strengthened, as well as those to neglect in order to seek efficiency. These represent useful information for redesigning process flows, improve productivity and look for innovation.

## Put right people in a right place

The network analysis identifies the best people, the internal hubs, connectors, agents of change. Understanding the strengths of your relational resources helps you to make more informed decisions about their actions and responsibilities. HOW<sup>4</sup> can be used to allocate resources where they can have the greatest impact.

## HOW<sup>4</sup>

HOW<sup>4</sup> is a powerful tool that allows to perform **Organizational Network Analyses** in a **simple**, but extremely **effective** way.

HOW<sup>4</sup> 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



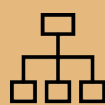
## Internal Network Map

*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

