



Network Analysis FAQs



What is a network?

A network is a hidden web of relationships that people use to improve processes, solve problems, and complete work. All employees are connected through relationship networks. Network quality, shape, and strength affect how well organizations share knowledge, collaborate, learn, improve, and implement.

Why are networks important to organizations?

Networks function as organizational circulatory systems. When a circulatory system isn't healthy, companies lose opportunities and experience performance problems. When functioning properly, the system transmits information, connects problem solvers and strategists, and mobilizes needed resources for change.

Most people have little insight into the influence networks have within their organizations. Furthermore, most are blind to how networks affect performance and productivity.

What is a network analysis?

A network uncovers flows and bottlenecks in information exchange, decision making, expertise, and learning in organizations and between organizations. The methodology was developed by academics and researchers based on years of study in biology, mathematics, physics, and anthropology and work with businesses around the world.

How does the process work?

By email, you will receive a link to a web-based assessment that takes about 15 minutes to complete. When all participants have completed the assessment, the data is analyzed and presented as network maps.

How do organizations use the results?

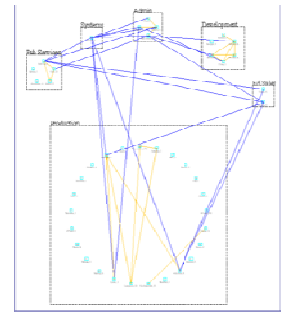
Organizations use results in a variety of ways depending on the purpose of the study. Some of the more popular ways to use results include:

- Improving collaboration across divisions and organizations
- Identifying and alleviating bottlenecks that impede workflow
- Accelerating change implementation

What does the organization receive as a result of participation?

Network analysis produces maps that show interaction patterns in relation to organizational activities such as decision making, problem solving, and strategizing.

Generally, names are not included since communication pathways among groups and organizational patterns are more important than 1:1 interactions. Depending on the study, a written analysis, presentation of maps, and/or other reports are included so that the findings can inform next steps.



Why should I participate?

A network analysis gives you the opportunity to talk about how work *really* happens in your organization—not how people think it should happen. It helps identify hard-working areas that are overlooked, hidden pockets of innovation, and informal leadership. It also provides a reality-based, objective, quantifiable view of the organization that can be used to drive improvements.

What about confidentiality?

Network assessment results are confidential. Individual and company data are secured and aggregated with the total population of data entries in order to determine large organizational patterns.

What if I have questions?

Call or email Maya Townsend of Partnering Resources at maya@partneringresources.com / 617.395.8396.

