

Product sheet: Organizational Network Analysis (ONA)

How is your organization connected?

What is the purpose of an ONA?

An ONA maps the network and the actual relationships in your organization; the informal structures, that a traditional organizational chart does not display. An ON shows you the actual social capital in your organization.

You get an overview of who is working with whom, who is key persons or bottlenecks, and who will be the best change agents.

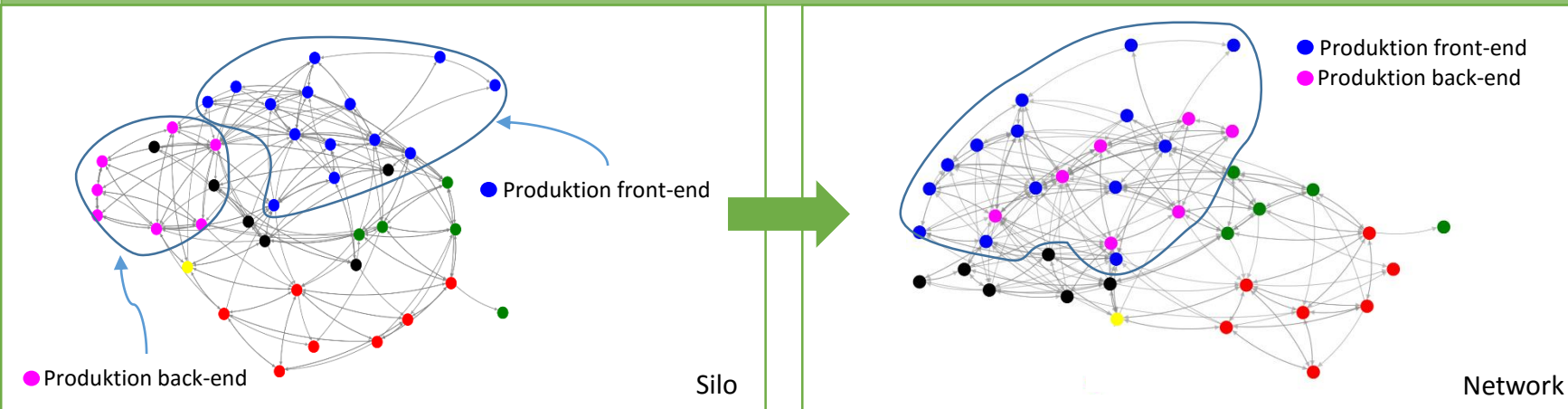
You will be able to identify if the organization operate in silos, or if there are professional or social relationships across teams.

An ONA provides the informed basis to discuss what the organization should focus on going forward, in relation to cooperation, relationships and culture.

When is an ONA relevant?

- ✓ As part of the change management activities of a larger project.
- ✓ If you wish to restructure your organization.
- ✓ If you wish to investigate the nature of your organization
- ✓ If you plan initiatives for increased communication and collaboration across you unit, an ONA used as a databased before- and after picture.

Example: An organization had two production teams each responsible for the front- and back-end steps of a production process. Of historical reasons, there was not an optimal collaboration between the two teams. The ONA verified the silos and identified the **key persons** in the teams, that then acted as change agents in bringing the teams together in a networked community.



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What is the process?



Setup

Typically we investigate both professional and social relationships, but it is also possible e.g. to investigate who is considered role model etc. During setup, we define how many other parameters and master data, such as roles and location, we should include in the analysis.



Data collection

Data is collected via an online survey, sent directly to your employees out by mail.

It only takes 5-10 minutes per employee to respond to the survey.



Analysis

The analysis is then performed by our skilled analysts, that using sophisticated algorithms, produces a range of graphs and indicators which tells the essence of your organization.



Presentation

We provide an overview, graphs and trends, including who the key persons in the organization are, both professionally and socially.

You have of course the opportunity to deepen the analysis in areas that proves interesting, and can also get scenario simulation as input to an action plan.



Action plan

If needed, we will be happy to help define the next steps to be taken in relation to the trends mapped in the ONA, and the needs in your organization.

Subsequently we support you in the required organizational transformation and change management.

How long time does it take?

It only takes 5-10 minutes of your employees time.

From start to finish we usually provide an analysis in **3 weeks**; giving your employees time to reply and our analysts time to calculate, but it can be done faster if there is a special need.

If we have the setup in place, we can deliver a basic analysis, incl. data collection, analysis and a final presentation, in the course of **5-6 hours**, e.g. as part of an **one-day seminar**.

Contact us for further information:

Erik Korsvik Østergaard

☎ 3146 2426

✉ erik@blochoestergaard.dk

Line Bloch

☎ 3146 8163

✉ line@blochoestergaard.dk

What is behind the analysis? The ONA is a well known method for visualization of networks. It is also known as SNA - social network analysis. It is developed in a collaboration between a number of American universities. We use e.g. a Harel-Koren Fast Multi Scale algorithm for visualization of the network.