



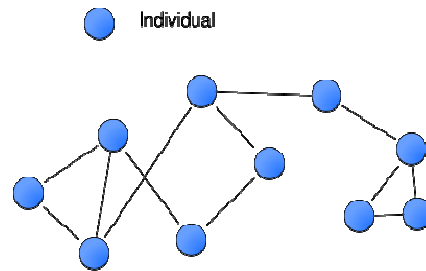
Organizational Network Analysis: Opportunities for ANSA

Pact Capacity Building Services Group

**You just received a promotion.
Who will you tell?**

Nodes and Links

Organizational network analysis views relationships in terms of *nodes* and *links*.



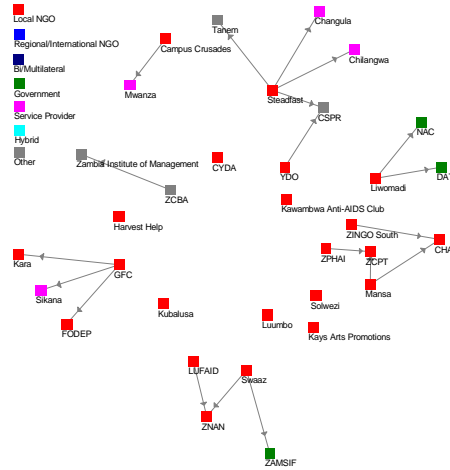
Why ONA?

- Develop strategies for network strengthening
- Visualize and measure interaction
- Ask better questions
- Compare similar networks
- Compare the same networks over time



Why ONA? Relationships between organizations

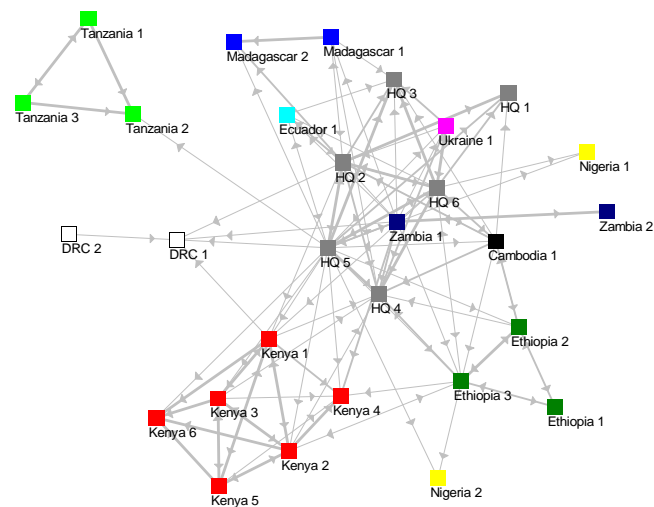
- How do different types of organizations interact with one another?
- Where are key information sources and resource hubs?
- Which organizations might make good partners?
- How might we strengthen local, regional and global connections?



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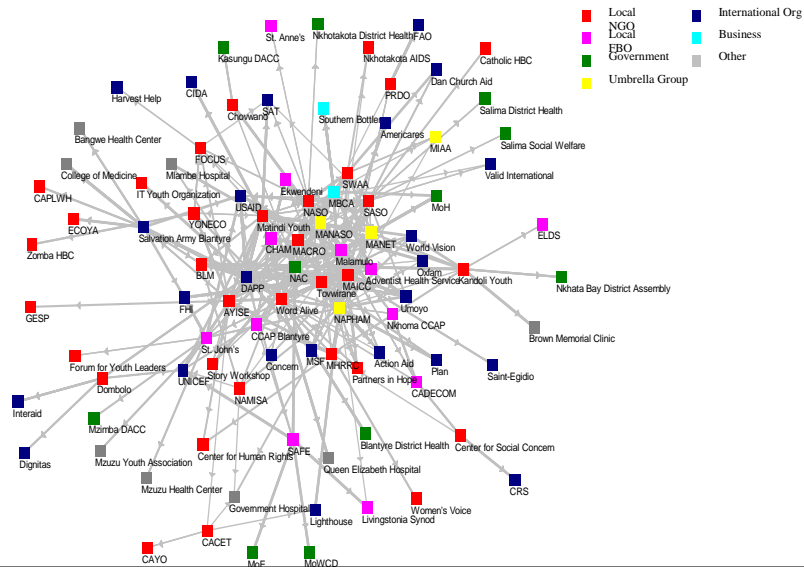


Real World Networks





Real World Networks



Key Network Metrics

- Degrees
- Betweenness
- Centrality
- Reach

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Degrees Out

- An index score (0 – 1) that describes the connectivity of a node in terms of self-reported linkages
 - The higher the degrees out score, the larger the number of linkages and the more actively the node is networking
- Useful for:**
- Identifying the most active connectors

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Degrees In

- An index score (0 – 1) that describes the connectivity of a node in terms linkages reported by others
 - The higher the degrees in score, the larger the number nodes that are approaching an organization for resources or information
- Useful for:**
- Identifying key players in a network
 - Understanding which nodes represent mavens – key resource and information hubs

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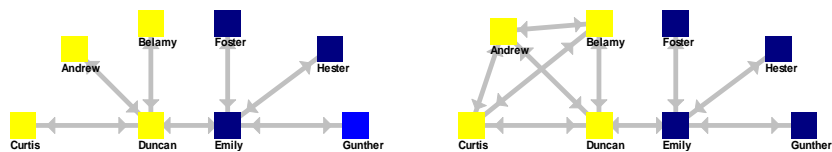
Betweenness

- An index score (0 – 1) that describes the extent to which a node lies along the shortest paths between other nodes
 - Indicates how well positioned people are to move knowledge around the network, to broker information, or serve as gatekeepers
- Useful for:**
- Identifying key brokers that hold a network together and play a key role in integrating peripheral nodes

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Betweenness An Example



	Between
Duncan	15
Emily	15

	Between
Duncan	12
Emily	15

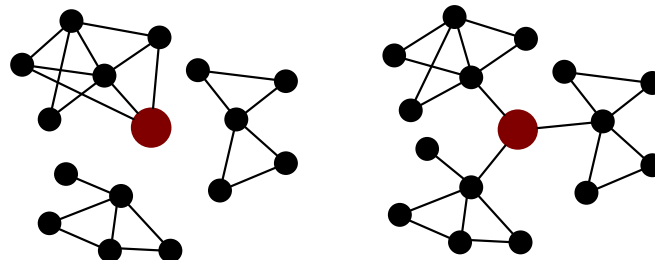
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Centrality

- An index score (0 – 1) that describes the extent to which a network is dependent for its sustainability upon a few key nodes
 - A centrality score of close to or above 0.3 indicates a network that relies too much upon key nodes
- Useful for:**
- Monitoring network validity/sustainability
 - Sparking discussions around network strengthening

Reach

- How many nodes can be reached in 2 steps?
- Nodes with highest reach act as bridges between structural holes in the network





Reach

- The proportion of the network that can be reached by an individual node in a maximum of two steps
- The greater the reach out of an individual node, the stronger its participation in the network

Useful for:

- Determining the level of integration in a network
- Monitoring the development of a network over time

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Opportunities for ANSA

- **How Can Organizational Network Analysis support ANSA at national, regional and global levels?**

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