

CONNECTRIX BASES ADVICE ON NETWORK ANALYSIS.

CONNECTRIX RELIES ON EXTENSIVE CONSULTING EXPERIENCE IN A VARIETY OF ORGANIZATIONS COMBINED WITH EXPERIENCE IN INTERIM AND PROJECT MANGEMENT.

CONNECTRIX IS EFFECTIVE IN TRANSLATING CHALLENGES INTO CLARIFIED PICTURES AND MEASURABLE SOLUTIONS BY AN EFFICIENT AND POWERFUL TECHNIQUE.

THIS IS THE BASIS FOR VALUABLE RECOMMENDATIONS GIVING WAY TO THE OPPORTUNITY TO REACH GOALS MORE EASILY.

VISION

People are at the core of your organization. The mutual interconnection among these people serves as the foundation for the operational structure of the organization through which information flows.

Informal communication channels are always available in any organization. Still, most companies use a hierarchical structure to steer the business. Connectrix takes the informal structure not easily revealed in an organizational chart and provides a way of going beyond the formal structure to steer the company.

Within the organization people have different roles. Some are more critical in the field of knowledge sharing, implementation, innovation, and corporate culture.

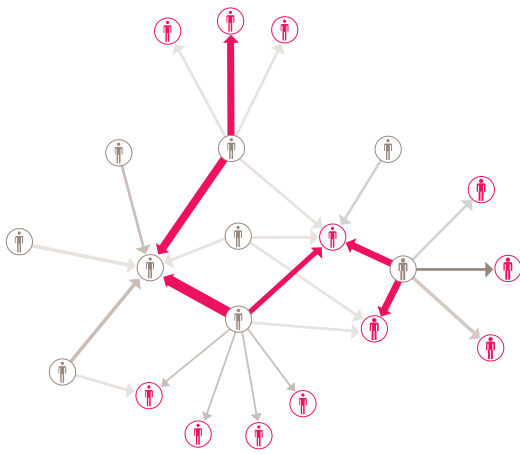
Knowledge of which roles people play in your organization gives you a better understanding of interrelationships and communication paths. This assists you in visualizing the cause of problems, the prevention of problems, or implementing change within. It also helps you in building up your organization.

Connectrix enables you to:

- Improve knowledge sharing
- Position the right people in the right place
- Reduce waste of knowledge, time and money
- Ease implementation and projects

WHAT WE DO

Connectrix evaluates your organization discreetly and professionally through a network analysis. This provides you a graphical representation of the way your organization communicates. Part of what is revealed validates what you may intuitively already feel. However, the advantage is that the data gathered to



Network diagram: visible communication

Connectrix helps you with a network analysis in the field of:

- ◆ HRM
- ◆ Project management
- ◆ Change management
- ◆ Mergers & Acquisitions
- ◆ Communication
- ◆ Knowledge management
- ◆ Operational management

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present a graphical representation is measurable and easily shared with others within the organization.

Connectrix discovers a level deeper than the obvious. People who communicate regularly and those playing key roles in key communication efforts are revealed. Questions are answered like: "Why does information sent into the organization not reach by the targeted audience?" or "Why are signals from some departments not picked up?"

Summarized, Connectrix exposes the possible gaps in the flow of information in your organization. Connectrix also identifies the key players in your organization, people known as hubs, gatekeepers, and pulsetakers. Not only the current ones but also potential future key players.

HOW WE WORK

A typical Connectrix analysis targets six key phases:

- 1 *Project scoping* - together with the client we define objectives and translate the needs of the client to network structures.
- 2 *Communication* - Connectrix and the client set up a communication plan, paying special attention to integrity and selected target groups.
- 3 *Survey* - Connectrix distributes a customized questionnaire to the select target group to gather data supporting project scoping and corporate objectives.
- 4 *Analysis* - Connectrix analyzes and interprets the survey results, converting the results into comprehensive network diagrams and reports for the clients.
- 5 *Recommendations* - Connectrix translates the results into recommendations aligned with the established goals. Follow-up actions are described to secure the results in the organization.
- 6 *Implementation* - the client implements the recommendations, while Connectrix facilitates success by providing measurement of the continuous improvement.

THE RESULT

The success of a Connectrix network analysis makes it possible to reduce complexity in communication structures. It provides improved insight in roles played by people within your organization, thus allowing you to make more efficient use of both people and improving the bottom line results of your business objectives.

The ability to adapt to changes is one of the most important competitive advantages of an organization. Network analysis is a powerful tool to track and communicate the effectiveness of such changes. Our recommendations and insights give you a better understanding of your organization.

Above all, employees have the opportunity to maximize the advantages of the new insights unveiled. People who are more aware of their connectedness to others are more likely to be satisfied with their work.

Look for more detailed information on your specific field of interest on our website, or call us on +31 (0)88 22 777 00. We are ready to think along with you.