Accelerate transformation by harnessing the power of your organization’s informal network

Organizations fail at implementing and managing change twice as often as they succeed

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<th>The opportunity</th>
<th>The solution</th>
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<td>Organizations fail at implementing and managing change twice as often as they succeed</td>
<td>Beyond organization charts and business process maps is a hidden web of relationships that helps drive performance and innovation in your organization</td>
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<td>Organizational network analysis (ONA) uncovers these unseen relationships allowing leaders to help build and leverage organizational ‘connectivity’ to increase performance, productivity, learning and innovation</td>
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Questions that ONA solutions can help answer:

**Activating Engagement**
How can your organization drive change through the “new engagement champion?”

**Leader Identification & Development**
How do I identify key talent / high potentials? Which individuals inspire and motivate others?

**Mergers and Acquisitions**
How do I align key leadership and staff from different organizations? How can I confirm I’m retaining key talent?

**Change Management**
How do I drive change quickly and effectively? Who is ready to support / adopt a change?

**Organizational Realignment / Restructuring**
How can I measure realignment success? Who is ready to support my implementation plan?

**Attrition Risk & Retention**
How can I identify key talent retention risk? How can I reduce turnover among low tenured employees?

The PwC Experience

- Relationship is focused on enhancing your organizational capabilities
- Linked to your business strategy, enhancing your people analytics programs
- Experienced team with breadth and depth of expertise
- Fluid processes to support the simplest and the most complex
- Insight that guides leaders and managers to the right action
PwC can help

Our philosophy

- Change management programs can be greatly improved by identifying and engaging your change champions - those high on change readiness and sitting in key influential positions within an organization’s informal network
- Unfortunately, these power players often can’t be identified by examining organizational charts or business process maps
- Organizational network analysis (ONA) can help uncover these unknown influencers to support success during your change program

The ONA approach identifies:

**Boundary spanners and energizers**— individuals who are capable of creating direction, alignment, and commitment in service of a higher vision or goal across boundaries. They are influencers who motivate others at work, regardless of formal positions

**Activate the network** by engaging these informal change agents in key communication activities during the change process (i.e., communicating ideas and concerns to leadership, communicating leadership messages out, sharing why they are excited about the change, and giving their seal of approval)

Successful change management minimizes resistance, increases engagement, improves performance, reduces costs and enhances innovation

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