# Organizational Network Analysis (ONA) Training Course

Professional Development Training Course Outline

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|---|---|---|---|
| **Category** | Human Resource Management | **Duration** | 5 Days |
| **Base Fee** | $1,500 USD | **Delivery Mode** | Online / On-site Hybrid |

## Course Introduction

In today’s hyperconnected business environment, understanding informal relationships and knowledge flows is critical for organizational success. Organizational Network Analysis (ONA) is an advanced methodology that uncovers hidden patterns, influential nodes, and collaboration bottlenecks within organizations. By leveraging data-driven insights, professionals can enhance team performance, improve decision-making, and foster a culture of innovation. Organizational Network Analysis (ONA) Training Course provides participants with practical tools to map networks, analyze interactions, and optimize workflows for measurable business impact.

With a strong focus on actionable insights, this course equips participants with skills in social network mapping, relationship analytics, and organizational intelligence. Using a blend of real-world case studies, interactive workshops, and hands-on exercises, participants learn to harness the power of ONA to identify knowledge silos, strengthen employee engagement, and drive strategic transformation. By the end of this program, professionals will be able to translate network data into high-impact strategies that boost efficiency, collaboration, and innovation.

## Programme Curriculum

**Organizational Network Analysis (ONA) Training Course**

**Introduction**

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**Course Duration**

5 days

**Course Objectives**

1. Understand the fundamentals of Organizational Network Analysis and network mapping.
2. Analyze informal networks to identify influencers and key connectors.
3. Apply social network metrics to measure collaboration, communication, and performance.
4. Use data visualization tools to map organizational relationships effectively.
5. Detect knowledge silos and opportunities for cross-functional collaboration.
6. Enhance employee engagement and team dynamics through network insights.
7. Leverage ONA for change management and organizational transformation.
8. Integrate predictive analytics for future workforce planning.
9. Implement strategic interventions to optimize workflows and productivity.
10. Apply ONA for leadership development and succession planning.
11. Benchmark organizational networks using industry best practices.
12. Evaluate ROI of ONA initiatives for data-driven decision-making.
13. Develop a practical ONA action plan for immediate organizational impact.

**Target Audience**

1. HR Managers and Directors
2. Organizational Development Specialists
3. Team Leaders and Project Managers
4. Change Management Professionals
5. Data Analysts and Business Intelligence Professionals
6. Leadership Development Consultants
7. Talent Management Specialists
8. Executives seeking strategic insights

**Course Modules**

**Module 1: Introduction to Organizational Network Analysis**

- Definition and scope of ONA
- nodes, ties, and network structures
- Importance of informal networks in organizations
- Differences between formal org charts and real networks
- **Case Study:** Google’s internal collaboration mapping

**Module 2: Social Network Metrics and Analytics**

- Centrality, density, and betweenness explained
- Identifying influencers and knowledge hubs
- Measuring collaboration and communication efficiency
- Network health indicators
- **Case Study:** IBM’s employee network analysis

**Module 3: Data Collection for ONA**

- Surveys, digital footprints, and communication logs
- Ethical considerations and data privacy
- Tools for automated network data collection
- Structuring data for network analysis
- **Case Study:** Microsoft Teams communication analysis

**Module 4: Network Visualization Techniques**

- Using Gephi, NodeXL, and Power BI for mapping
- Creating clear, actionable visualizations
- Identifying clusters and weak links
- Dashboard design for leadership reporting
- **Case Study:** LinkedIn internal collaboration map

**Module 5: Identifying Knowledge Silos and Gaps**

- Detecting bottlenecks in information flow
- Mapping informal leaders vs. formal leaders
- Strategies to break silos
- Cross-functional collaboration opportunities
- **Case Study:** Amazon’s knowledge-sharing initiatives

**Module 6: ONA-Driven Organizational Change**

- Linking network insights to change management
- Driving cultural transformation using ONA
- Influence networks for successful interventions
- Measuring change impact over time
- **Case Study:** Deloitte’s network-informed transformation

**Module 7: Leadership and Talent Management Applications**

- Using ONA for succession planning
- Identifying high-potential employees
- Enhancing leadership effectiveness through networks
- Supporting team development strategies
- **Case Study:** GE’s leadership network mapping

**Module 8: Implementing ONA Strategies and ROI**

- Turning network insights into actionable strategies
- Monitoring and evaluating ONA initiatives
- Aligning ONA with business KPIs
- Case-based simulations for strategic planning

- **Case Study:** Cisco’s ONA-driven productivity improvements

### Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

**Register as a group from 3 participants for a Discount**

**Send us an email: info@fineskilltrainingcenter.org or call** *+254769199797*

***Certification***

*Upon successful completion of this training, participants will be issued with a globally- recognized certificate.*

***Tailor-Made Course***

*We also offer tailor-made courses based on your needs.*

**Key Notes**

**a.** The participant must be conversant with English.

**b.** Upon completion of training the participant will be issued with an Authorized Training Certificate

**c.** Course duration is flexible and the contents can be modified to fit any number of days.

**d.** The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

**e.** One-year post-training support Consultation and Coaching provided after the course.

**f.** Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

## Upcoming Scheduled Sessions

| Start Date | End Date | Location | Price |
|---|---|---|---|

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| **23 Nov 2026** | 27 Nov 2026 | Online | $1,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $1,500 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $3,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $3,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $4,500 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |

Ready to enroll or request a customized program? Book online or contact us:

**Register Online Now**

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com