

Network analysis tools

Basic idea

Whenever you wish to tackle a complex problem such as those related to issues of inclusion; you will often find out that the problems cannot be solved by only one of the people, or organization involved. No single organization or person has all expertise needed to do it. In order to work effectively it is important to know the context in which you work, the actors you are working with, against, or for. Knowing the field of play is already half of the work. The tools presented here to you help you to get a picture of the context you will work in. It gives you an idea on the co-operation you might strive for, and eventually the learning needs you have to make the best of this co-operation.

How to do it

After you have identified the issue you will work on the network analysis is a three steps procedure.

First you make an inventory of all actors in the field you can think of;

Secondly you distinguish the identified people/organisations according to their level of influence, to see to what extent they will need to be involved in your work to make things work out well.

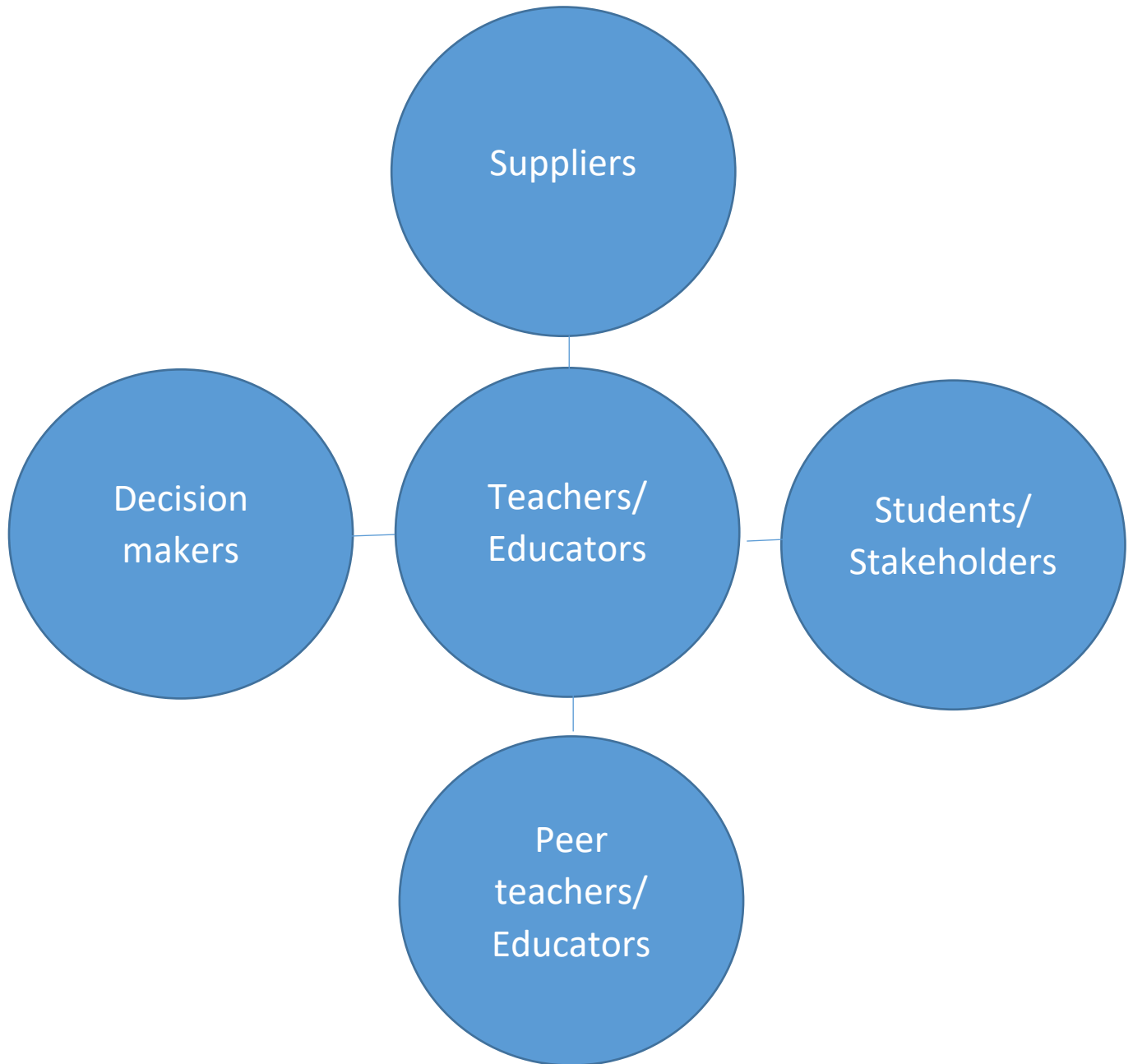
Thirdly, an analysis is made to see how the people you have included relate among each other. That way you get the full picture of your network in this matter.

All three analyses you do by talking about the questions phrased under the models in the next pages and to make your answers together and visible to all those who take part in answering the questions

Learning path

When you know who you work with you will work better. But when you wish to work even better, it is important to know more about the work of your partners. You can only be effective together if you have a kind of basis understanding of what the other is doing, is thinking, is expecting. That is why it is important to identify what you may need to learn in order to be effective together in this particular case, especially if you expect to have more similar such case in the future

Network analysis:

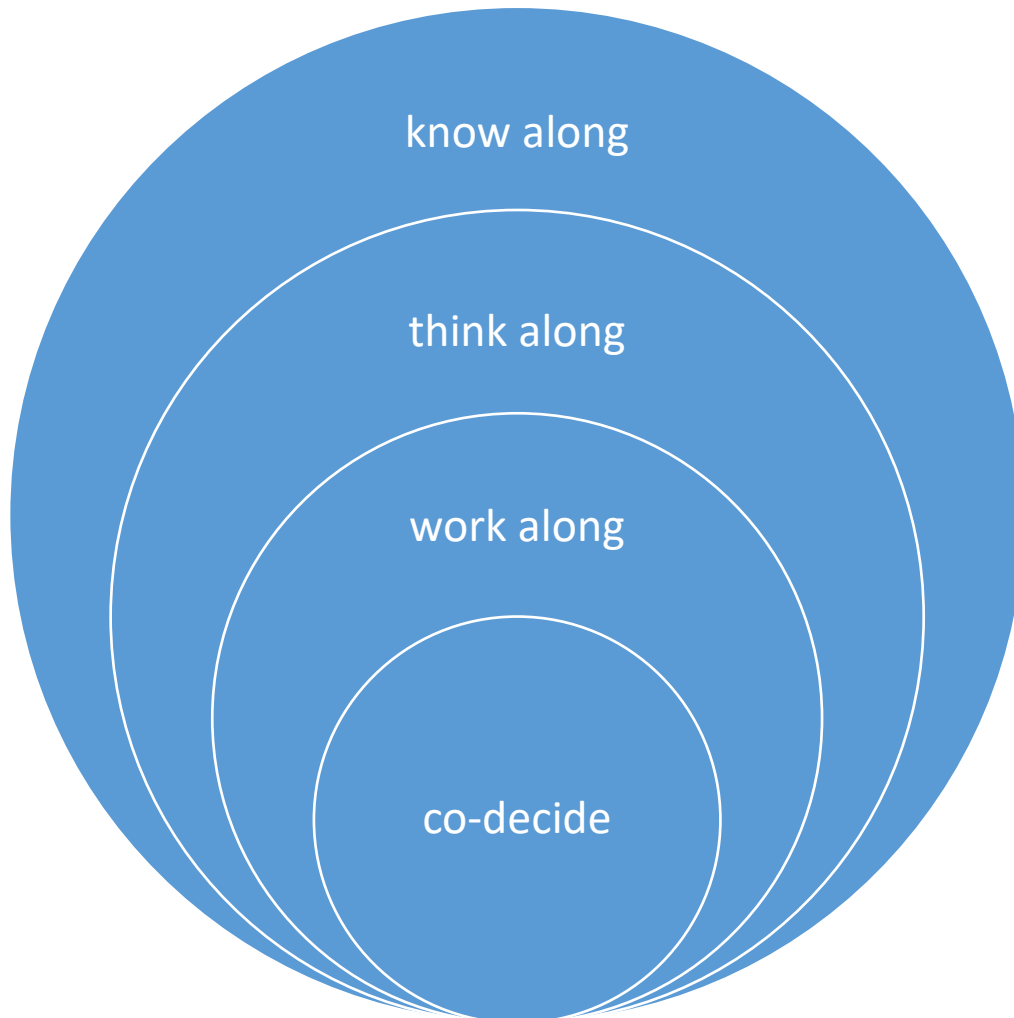


1. Identify an important issue to work on
2. Make an inventory of the major actors involved in the issue you wish to work on

The expected outcome is an overview of the persons and organization you consider:

- To be involved,
- to contribute,
- to be of influence,
- or to be affected by the work you intend to do.

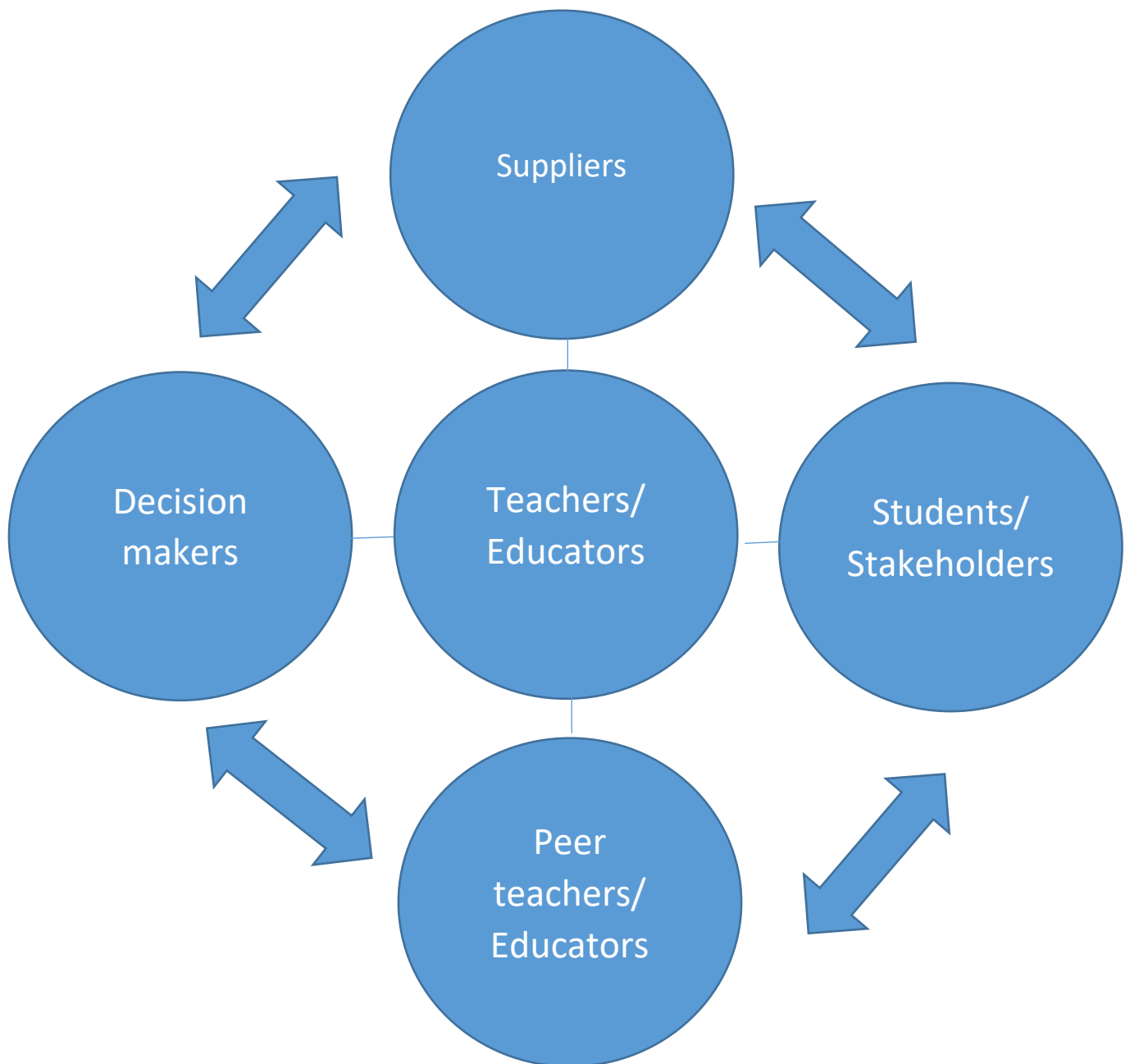
Circles of Influence:



3. Organise the identified actors according to their level of influence by asking yourself whether you expect them to
 - To make decisions;
 - To be working along as a partner;
 - To think along about the issue and how to work on it;
 - Or do they just need to be informed.

The expected outcome is: Now you know about the people you have identified as actors, also the role they play, or need to be able to play.

Interface analysis



4. In the interfaces analysis you have to identify not only how the other actors affect you, but also how they interact among them.
 - Who is in touch with whom,
 - What about
 - and at which level of influence

The result is that now you get the full picture of the actors in their mutual processes related to the issue you wish to work on.

NB. Note that there are far more possible connections that the arrows sketched above indicate.