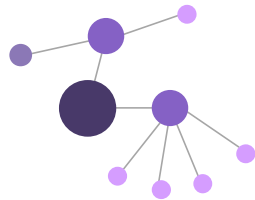# Organizational Network Analysis (ONA)

ONA is a method of understanding communication and socio-technical networks within an organization

What is it?

- ONA is a method to understand organizational communication channels

- Combines datasets from Viva Insights: network, group and person queries

- Visuals and data analysis in Power BI, Gephi or the WPA R package

Why use ONA and what value does it provide?

- Network connectivity unlocks success for individual and team productivity, innovation, employee engagement and organizational change [1]

- Common use cases:

  o *Accelerate Adoption with Influencers*; scale and grow faster

  o *Strengthen Organizational Connections*; identify and understand less connected parts of the organization

How to get started?

- ONA requires Viva licensing

- Viva Accelerators (including ONA) : Microsoft Viva Accelerators

- Partner with our Solutions team to ensure your team's readiness vivasolutionsext@microsoft.com.

[1] For an Agile Transformation, Choose the Right People (hbr.org)

Example outputs