



# High Performing Organizations: The Power of Triangles

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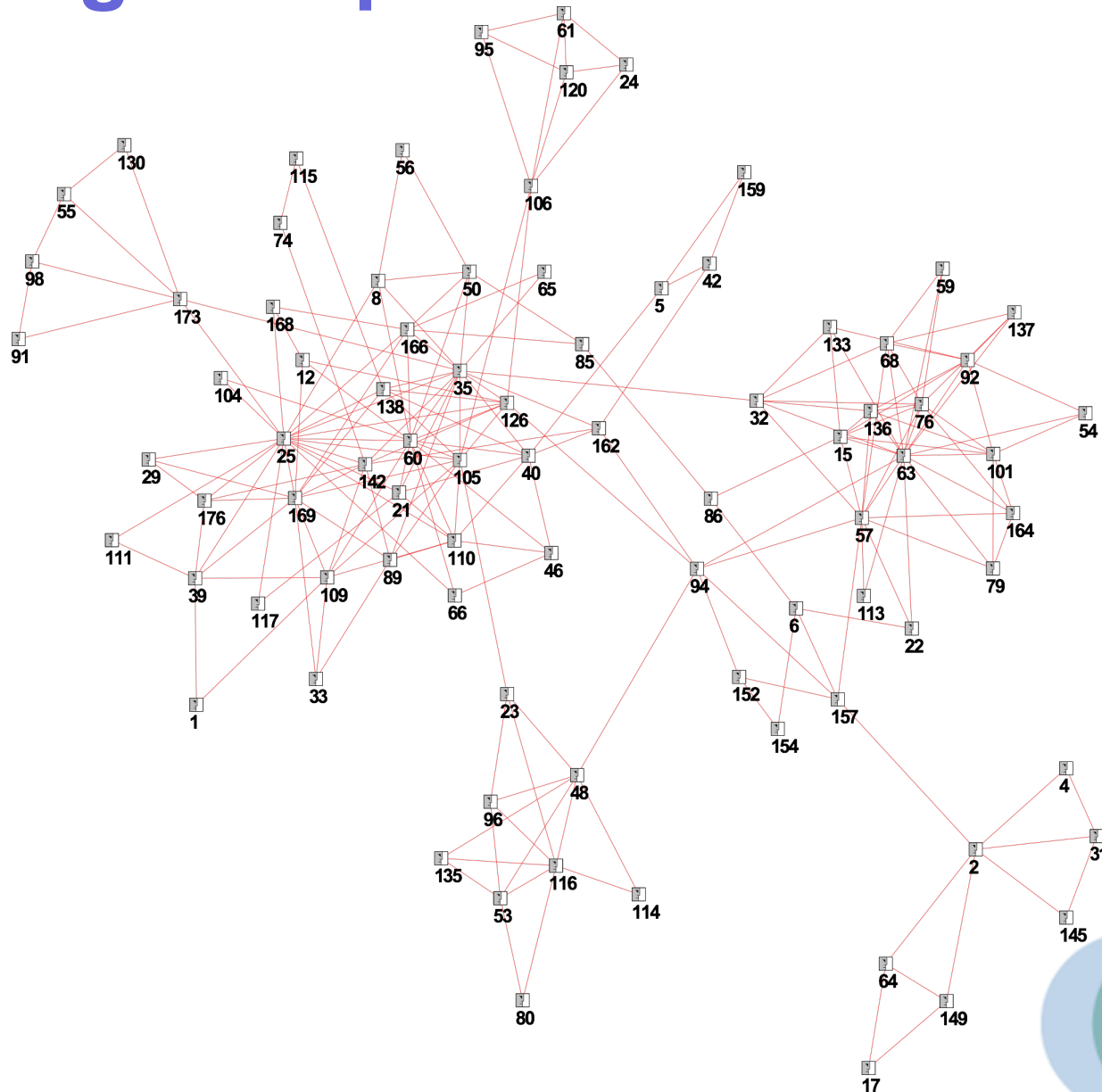
[http : // www . orgnet . com](http://www.orgnet.com)

# Two Business Organizations

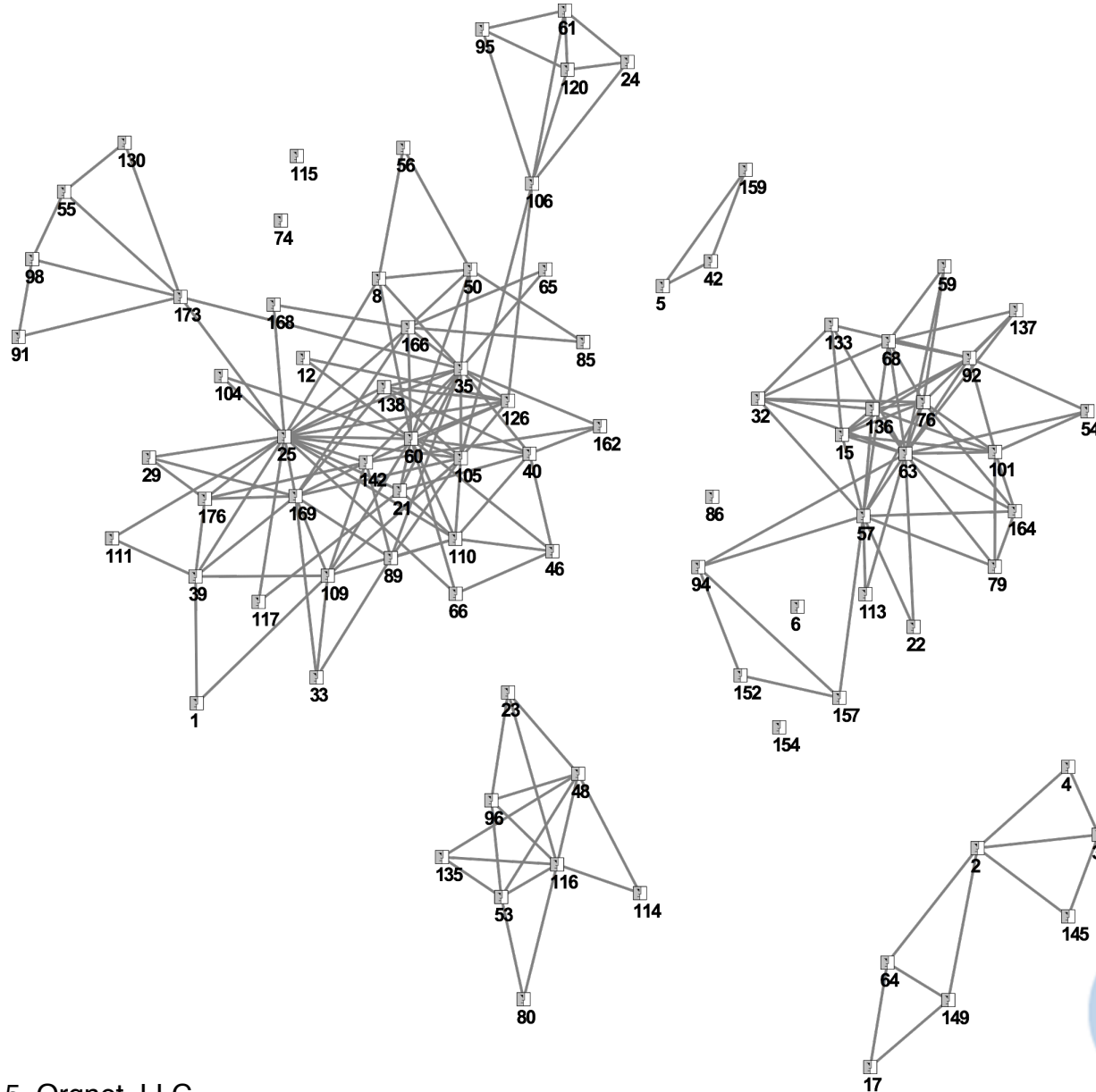
- \* **M-Org: Midwest, Manufacturing**
- \* **K-Org: West Coast, Construction**
- \* **Both...**
  - about 80 Salaried employees
  - Engineering driven organizations
- \* **Combined multiple network Qs into 1 Net**
- \* **Looked at 2-Core Strong Ties Networks**
  - Strong tie = multiplex + Freq.{Weekly, Daily}



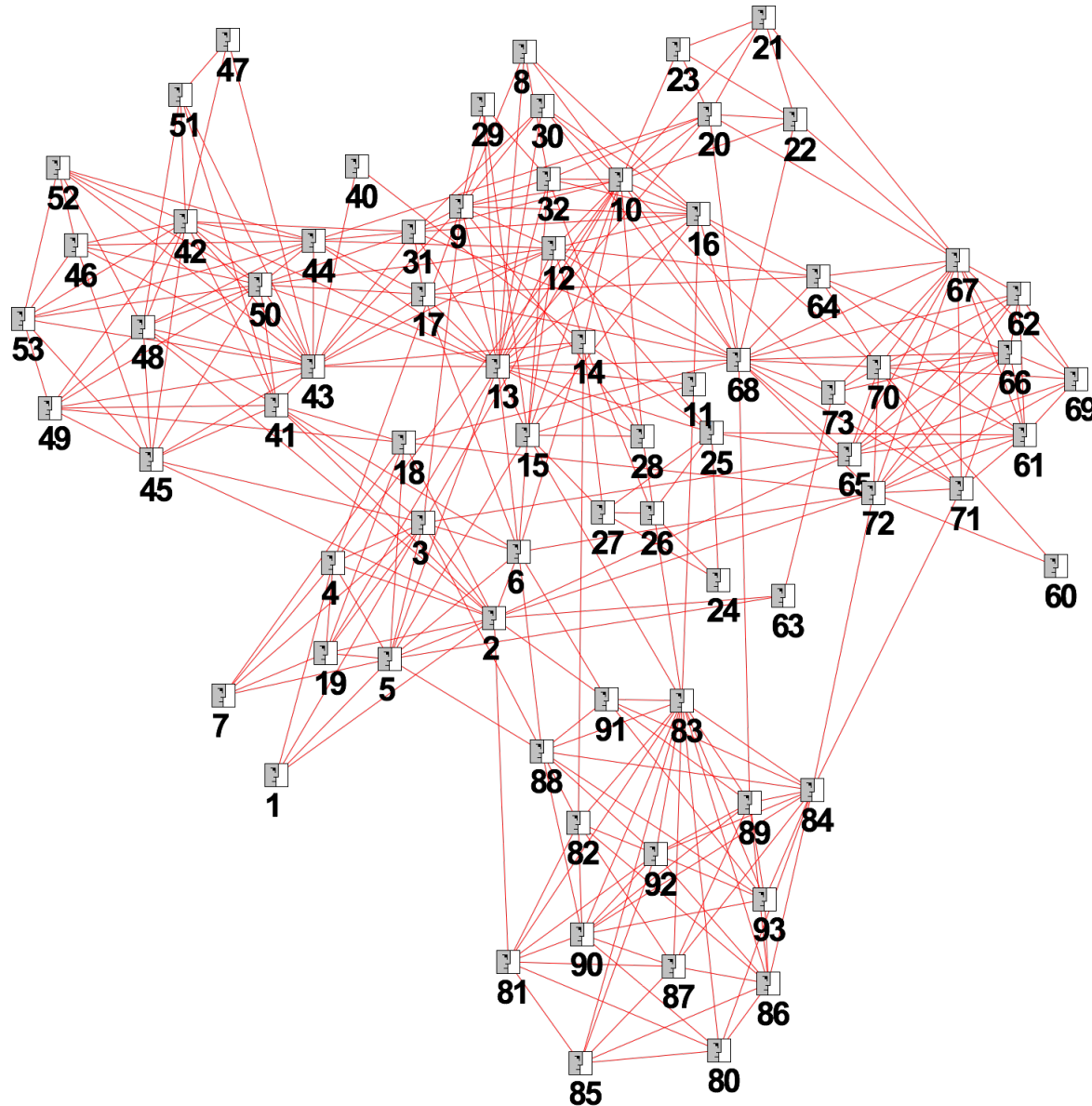
# K-Org Multiplex Ties



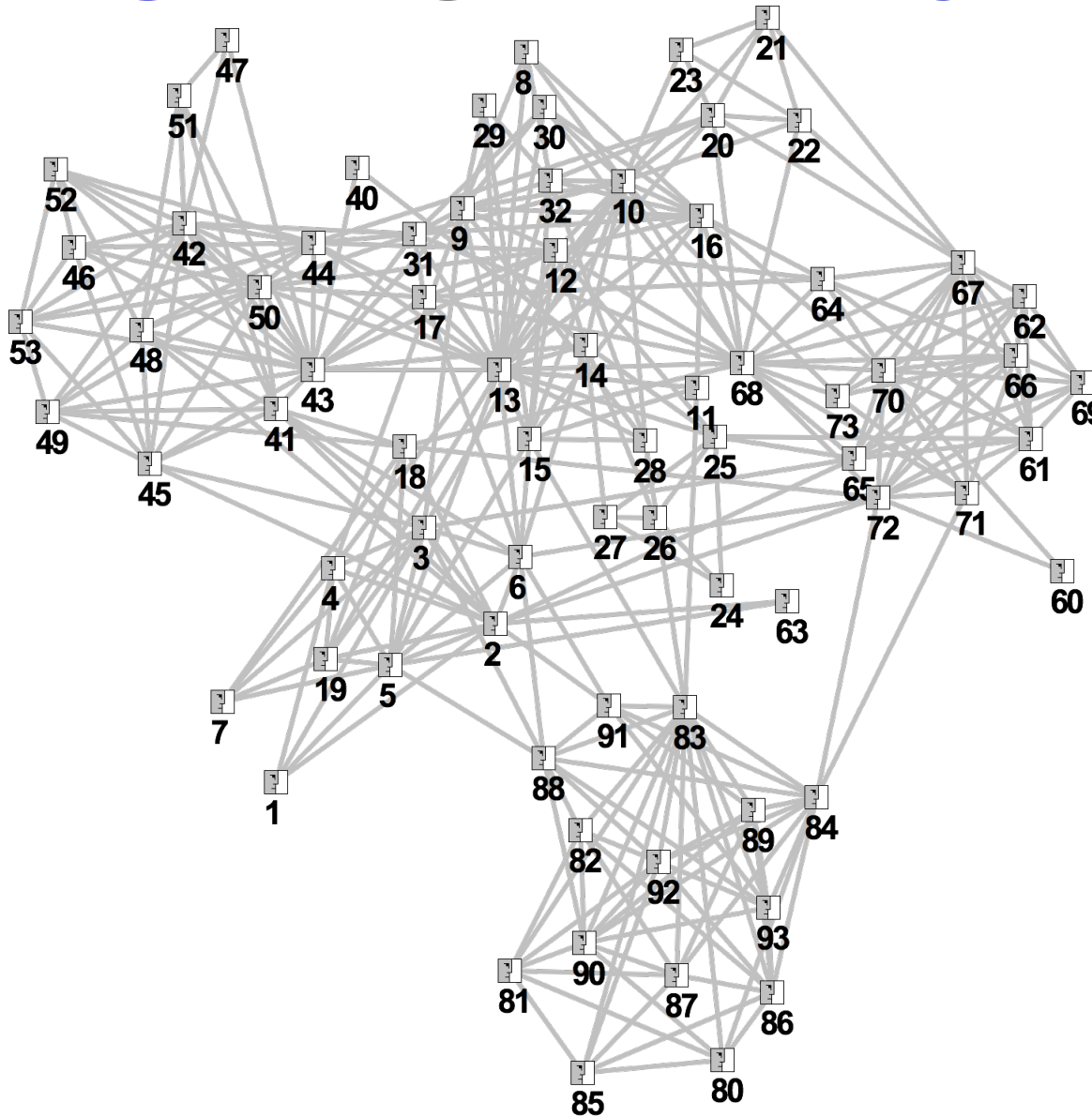
# K-Org Triangle Ties Only



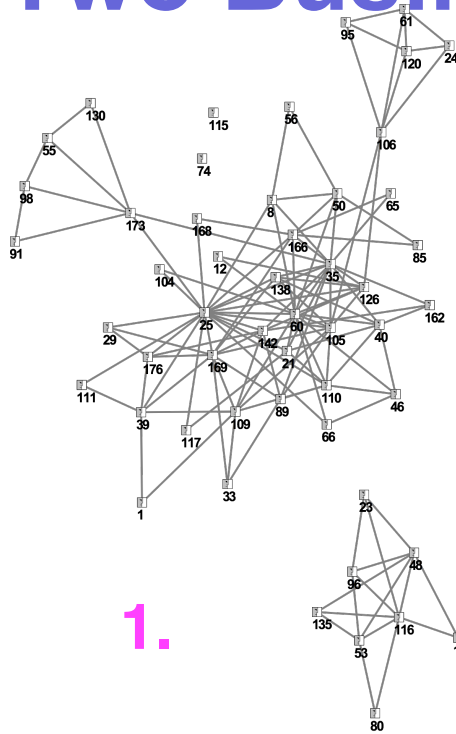
# M-Org Multiplex Ties



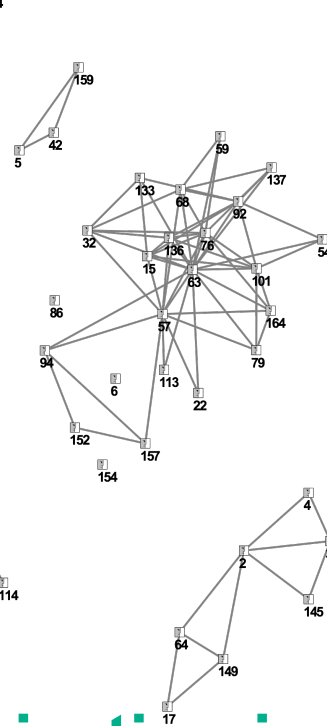
# M-Org Triangle Ties Only



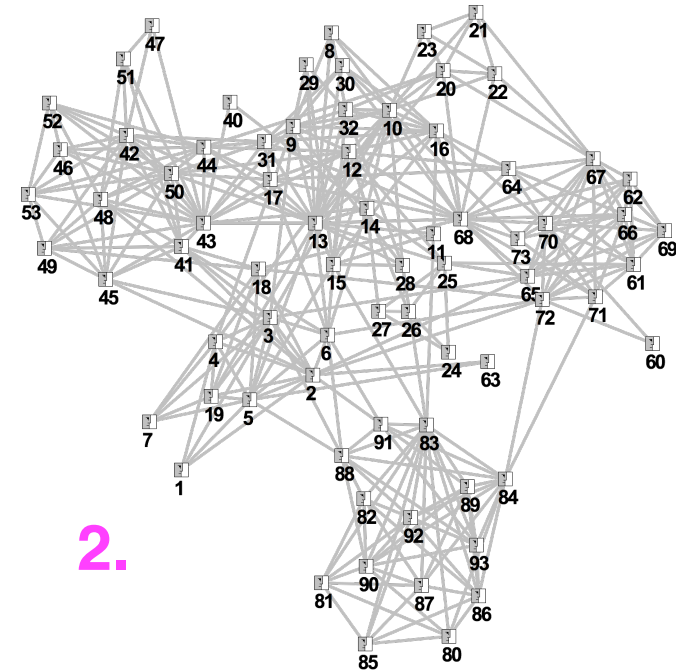
# Two Business Organizations



1.



2.

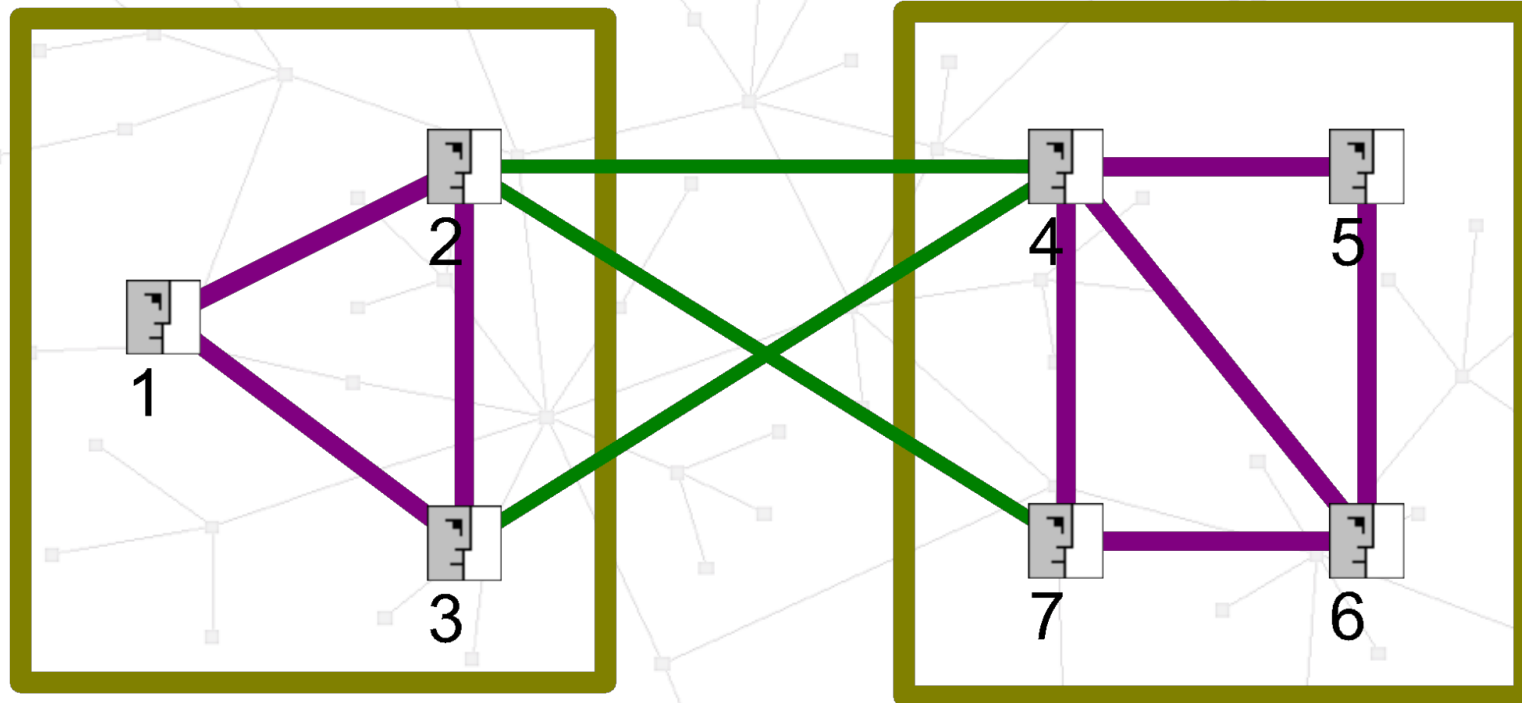


✳ Which Organization is more...

- Productive?
- Innovative?
- Adaptive?
- Agile?

✳ Which network structure provides advantage?

# Power of Triangles



Triangles *within and between* groups  
lead to effective organizations!





# References

- \* Based on research by David Krackhardt on “Simmelian Ties”
- \* Based on research by IBM Consulting Group on “Masters of Change”
- \* Based on research by Orgnet, LLC on Adaptive High Performing Organizations

