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COURSE BROCHURE

# Workplace Relationship Network Mapping Training Course

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Registered in the United Kingdom and Saudi Arabia

# Workplace Relationship Network Mapping Training Course

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Workplace Relationship Network Mapping is a 1-week training course for team leaders and organisation development staff and ends with a relationship network map and collaboration brief for their own unit. Hybrid schedules and cross-functional projects now route decisions through informal ties that formal charts never show. Jupiter Prime Training offers this course to make those hidden ties visible.

## Why Workplace Relationship Network Mapping Matters Now

Three forces push relationship networks to the centre of organisation design. Distributed and hybrid working thins the casual contact that once carried advice and trust between units. Matrix reporting and project squads multiply the people each role depends on, so overloaded connectors become bottlenecks. Employees also expect inclusion, and isolated colleagues quietly disengage or leave. An organisation that reads its networks well spots fragile hand-offs, spreads expertise and protects key brokers; one that ignores them redesigns structures that the informal web simply routes around. The course rests on organisational network analysis ONA and on systems thinking about roles and interdependencies.

## Who Gains Most from Workplace Relationship Network Mapping

- Leaders of teams who coordinate work across functions, sites or shifts
- Organisation development specialists who diagnose collaboration and design interventions
- Change and transformation leads who need to know who carries influence
- Talent and succession specialists who track where critical knowledge sits
- Internal consultants who facilitate restructuring and merger integration

A leadership team and its organisation development partner gain most when they attend together.

## Workplace Relationship Network Mapping Capabilities

Participants move from drawing who talks to whom towards reading what patterns mean for workload and trust.

- Design a short relationship survey — data collection consent and response quality
- Calculate centrality, brokerage and density measures for a unit — identification of connectors and isolated members
- Assess relational patterns such as silos, overload and single points of failure — restructuring and staffing choices
- Weigh ethical and privacy risks of mapping named individuals — employee trust and works council dialogue
- Build targeted collaboration interventions for weak or strained ties — leadership team priorities

- Communicate network findings to sponsors without exposing individuals — executive sponsorship of change

## Key Workplace Relationship Network Mapping Terms

- Organisational network analysis — A method that maps and measures the informal relationships carrying information, advice and trust inside an organisation.
- Centrality — A measure of how connected or relied upon a person is within a network, often by count of ties.
- Broker — A person who links groups that would otherwise have no direct contact, controlling the flow between them.
- Structural hole — A gap between two clusters of people with no ties, offering opportunity to whoever bridges it.
- Collaborative overload — The strain felt by people who receive far more requests for help than their role can sustain.
- Network density — The share of possible ties in a group that actually exist, indicating how closely knit it is.

## Workplace Relationship Network Mapping Day by Day

### Day 1: The Workplace as a Relationship System

- Formal Chart Versus Informal Web — Where Real Decisions Get Made
- Roles and Interdependency Mapping — Which Hand-Offs Carry the Most Risk
- Advice, Trust and Energy Networks — Choosing the Relationship Type to Study
- Systems Thinking Loops — How Local Fixes Shift Problems Elsewhere
- Hybrid Working Effects on Ties — Which Connections Have Weakened Since Distribution

### Day 2: Gathering Relationship Evidence

- Name-Generator Survey Design — Response Rates and Question Clarity
- Passive Collaboration Data From Calendars — Signal Value Versus Privacy Intrusion
- Consent, Anonymity and Data Handling Protocol — Employee Trust in the Exercise
- Observation and Interviews on Hand-Offs — Confirming What Survey Ties Mean
- Sociogram Drawing Conventions — Making Maps Readable for Non-Specialists

### Day 3: Reading Network Patterns

- Degree, Betweenness and Closeness Centrality — Spotting Connectors and Bottlenecks
- Brokerage and Structural Holes — Where Bridging Roles Add Value
- Cluster and Silo Detection — Which Groups Rarely Exchange Knowledge
- Collaborative Overload Indicators — Protecting Highly Sought Colleagues From Burnout
- Peripheral and Isolated Members — Inclusion and Retention Risk Signals

## Day 4: Acting on Relational Diagnosis

- Intervention Menu for Weak Ties — Rotations, Pairings and Shared Forums
- Redistributing Load From Central Connectors — Delegation and Role Redesign Choices
- Network-Informed Change Agent Selection — Who Spreads New Ways of Working
- Merger and Restructure Tie Preservation — Keeping Critical Relationships Intact
- Repeat Mapping and Tie Change Metrics — Judging Whether Interventions Worked

## Day 5: Practising the Relationship Network Map

- Interdependency Map of a Live Unit — Applying Role Mapping to Real Work
- Centrality and Brokerage Readout — Applying Pattern Measures to Collected Ties
- Ethical Disclosure Rehearsal — Presenting Findings Without Naming Individuals
- Intervention Shortlist With Owners — Applying Day Four Choices to Findings
- Relationship Network Map and Collaboration Brief — Sponsor-Ready Final Draft

## Applying Workplace Relationship Network Mapping After the Course

- Run a ten-question advice network survey in one unit and present a sociogram with centrality highlights to its leader.
- Identify the three most overloaded connectors in a project and agree a load redistribution with their managers.

## Workplace Relationship Network Mapping Questions FAQ

### What is Workplace Relationship Network Mapping and why does it matter now?

It is the practice of mapping the informal ties through which advice, trust and work move between people. With hybrid schedules and matrix structures, those ties decide how fast teams act, and formal charts no longer show them.

### Which roles gain most from Workplace Relationship Network Mapping?

Team leaders and organisation development staff gain most. Those leading change or succession also benefit, since both depend on knowing who people rely on.

### How does Workplace Relationship Network Mapping differ from a course on team building?

It measures relationships rather than improving team spirit through activities. You collect tie data, calculate network measures and design interventions from evidence, whereas team building works on cohesion without diagnosis.

### What do you bring back from Workplace Relationship Network Mapping?

You bring back a draft map of your own unit's relationships with an intervention shortlist. It includes a survey design, a privacy protocol and a readout of connectors and brokers.

## Workplace Relationship Network Mapping: The Way Forward

The relationship network map and collaboration brief first informs where to relieve overloaded connectors and bridge disconnected groups. Unit leaders and organisation development partners use it to assign intervention owners. After its first use, a repeat mapping shows which ties actually changed and whether new bottlenecks formed around fresh bridging roles.