Appendix D

Social Network Analysis Sociograms on Overhead Transparencies

D.1 Organisation X

D.1.1 Organisation X and Contact Frequencies

Figure D.1. Illustrating legend for contact frequency links between nodes

1 = Quarterly (light yellow)
2 = Bi-Monthly (Bright Yellow)
3 = Monthly (Salmon Pink)
4 = Fortnightly (Mid Orange)
5 = Weekly (Dark Orange)
6 = Daily (Bright Red)
7 = Hourly (Dark Red)
Figure D.2. Here we have all the people who have participated in the research, for whom biographical information was provided.

Figure D.3. Illustrating our communication picture with the removal of contractors.
Figure D.4. Illustrating bi-monthly contact between certain staff members

Figure D.5. Illustrating staff who contact each other monthly
Figure D.6. Illustrating staff who meet each other fortnightly

Figure D.7. Illustrating staff who meet each other weekly
Figure D.8. Illustrating people who meet each other daily

Figure D.9. Illustrating people who meet each other hourly
Figure D.10. Showing our highest ranking people, 1046 has 50+ subordinates, 1246E has 40-44 subordinates, 1719E has 25 to 29 subordinates, 1534 and 12E have 10-14 subordinates.

Figure D.11. Now including people with 5 to 9 subordinates.
D.1.3 Organisation X and Person Importance

Figure D.12. Key for person importance

1 = Try not to see (Bright Red)
2 = Can get by without seeing (Light blue)
3 = Moderately important (Mid blue)
4 = Very Important (Dark aqua)
5 = HAVE to see (Dark blue)

Figure D.13. Everyone and the importance of the individual
Figure D.14. People who try to avoid one another

Figure D.15. Can get by without seeing
Figure D.16. Moderately important to see the individual

Figure D.17. Very important to see these individuals
D.1.4 Organisation X and Meeting Types with an Emphasis on Electronic Mediums

Figure D.19. Illustrating key to communication patterns

<table>
<thead>
<tr>
<th>Number</th>
<th>Communication Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>Outside work (Light Green)</td>
</tr>
<tr>
<td>1</td>
<td>Phone (Grey/green)</td>
</tr>
<tr>
<td>2</td>
<td>Fax (Dark Grey)</td>
</tr>
<tr>
<td>3</td>
<td>Email (Mid Grey)</td>
</tr>
<tr>
<td>4</td>
<td>Bump into (Mid Green)</td>
</tr>
<tr>
<td>5</td>
<td>Lunch/Morning/Afternoon Tea (Mid-Dark Green)</td>
</tr>
<tr>
<td>6</td>
<td>Informal/Pre-arranged meeting (Sherwood Green)</td>
</tr>
<tr>
<td>7</td>
<td>Formal meeting (very Dark Green)</td>
</tr>
</tbody>
</table>

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Figure D.20. People who contact one another by phone

Figure D.21. People who contact each other by e-mail
D.1.5 Organisation X with an Emphasis on Face-to-Face Meetings

Figure D.22. Legend for only those people who have face to face meetings (i.e. are likely to pass on tacit knowledge)

1 = Formal organisational meetings
2 = Informal but pre-arranged meetings
3 = See one another outside of work
4 = Meet each other at morning/afternoon tea or lunch
5 = Bump into each other in the workplace

Figure D.23. Showing only those people who conduct face to face meetings with one another

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Figure D.24. Formal organisational meetings

Figure D.25. Informal organisational meetings
Figure D.26. Outside of work

Figure D.27. Lunch/morning/afternoon tea
D.2 Organisation Y

D.2.1 Organisation Y and Contact Frequencies

Figure D.29. Illustrating legend for contact frequency links between nodes

1 = Quarterly (light yellow)
2 = Bi-Monthly (Bright Yellow)
3 = Monthly (Salmon Pink)
4 = Fortnightly (Mid Orange)
5 = Weekly (Dark Orange)
6 = Daily (Bright Red)
7 = Hourly (Dark Red)
Figure D.30. Illustrating all relationships by gender and employment type for Organisation Y

Figure D.31. Illustrating our contractor removed

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Figure D.32. Illustrating fortnightly meetings amongst Organisation Y members

Figure D.33. Illustrating weekly meetings amongst Organisation Y staff members
Figure D.34. Illustrating daily staff meetings amongst Organisation Y staff members

Figure D.35. Illustrating hourly meetings in Organisation Y
D.2.2 Organisation Y and Person Importance

Figure D.36. Key for person importance

1 = Try not to see (Bright Red)
2 = Can get by without seeing (Light blue)
3 = Moderately important (Mid blue)
4 = Very Important (Dark aqua)
5 = HAVE to see (Dark blue)

Figure D.37. Can get by without seeing
Figure D.38. Illustrating moderately important people

Figure D.39. Illustrating very important people
D.2.3 Organisation Y and Meeting Types

Figure D.40. Illustrating people who just have to be seen

Figure D.41. Illustrating key to communication patterns

1 = Outside work (Light Green)
2 = Phone (Grey/green)
3 = Fax (Dark Grey)
4 = Email (Mid Grey)
5 = Bump into (Mid Green)
6 = Lunch/Morning/Afternoon Tea (Mid-Dark Green)
7 = Informal/Pre-arranged meeting (Sherwood Green)
8 = Formal meeting (very Dark Green)
Figure D.42. Organisation Y staff members who tend to just bump into each other

Figure D.43. Our staff who participate in informal yet pre-arranged meetings
D.3 Organisation Z

D.3.1 Organisation Z and Contact Frequencies

Figure D.45. Illustrating legend for contact frequency links between nodes

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Figure D.46. Contact frequency of everyone in Organisation Z

Figure D.47. Illustrating weekly meetings taking place in Organisation Z
Figure D.48. Illustrating daily meetings taking place between Organisation Z people

Figure D.49. Illustrating the effects of 3340E being removed from the communication picture
Figure D.50. Illustrating hourly meetings taking place between our personnel in Organisation Z

Figure D.51. Illustrating the removal of 3339
D.3.2 Organisation Z and Person Importance

Figure D.52. Key for person importance

1 = Try not to see (Bright Red)
2 = Can get by without seeing (Light blue)
3 = Moderately important (Mid blue)
4 = Very Important (Dark aqua)
5 = HAVE to see (Dark blue)

Figure D.53. Illustrating situations where 3342 tries to avoid other staff members
Figure D.54. Can get by without seeing the individual

Figure D.55. Moderately important
Figure D.56. Very important

Figure D.57. Illustrating individuals that simply have to seen in Organisation Z
D.3.3 Organisation Z and Meeting Types

Figure D.58. Illustrating key to communication patterns

1= Outside work (Light Green)
2= Phone (Grey/green)
3= Fax (Dark Grey)
4= Email (Mid Grey)
5= Bump into (Mid Green)
6= Lunch/Morning/Afternoon Tea (Mid-Dark Green)
7= Informal/Pre-arranged meeting (Sherwood Green)
8= Formal meeting (very Dark Green)

Figure D.59. Illustrating the respondents communicating by way of telephone
D.3.4 Organisation Z and Meetings of a Face-to-Face Nature

Figure D.61. Legend for only those people who have face to face meetings (i.e. are likely to pass on tacit knowledge)

1 = Formal organisational meetings
2 = Informal but pre-arranged meetings
3 = See one another outside of work
4 = Meet each other at morning/afternoon tea or lunch
5 = Bump into each other in the workplace

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Figure D.62. Illustrating all Organisation Z people who participate in face to face meetings

Figure D.63. Those who meet in formal organisational meetings
Figure D.64. Those who meet in informal but pre-arranged meetings

Figure D.65. Those who bump into one another (note none of the organisation Z people answered that they met at lunch/morning/afternoon tea or outside of work).
Remember only the one colour scheme was used here for both face to face and electronic communication because of the small nature of the organisation.