

Patterns for different types of work

Functional Need	Effective Network Pattern
Complex knowledge transfer (teams)	<p>Strong ties</p> <p>People aware of each other's knowledge</p>
Simple knowledge transfer	<p>Weak ties are sufficient</p>
Simple coordination	<p>Hub and spoke network</p>
Transformation, change management	<p>Strong ties from the hub to central connectors in sub-networks</p>
Innovation	<p>Extensive weak ties to diverse groups</p>
Public good, field & policy networks	<p>Strong and multiple ties to diverse groups</p>

Source: Patti Anklam, Net Work (2007)