Stages of network development
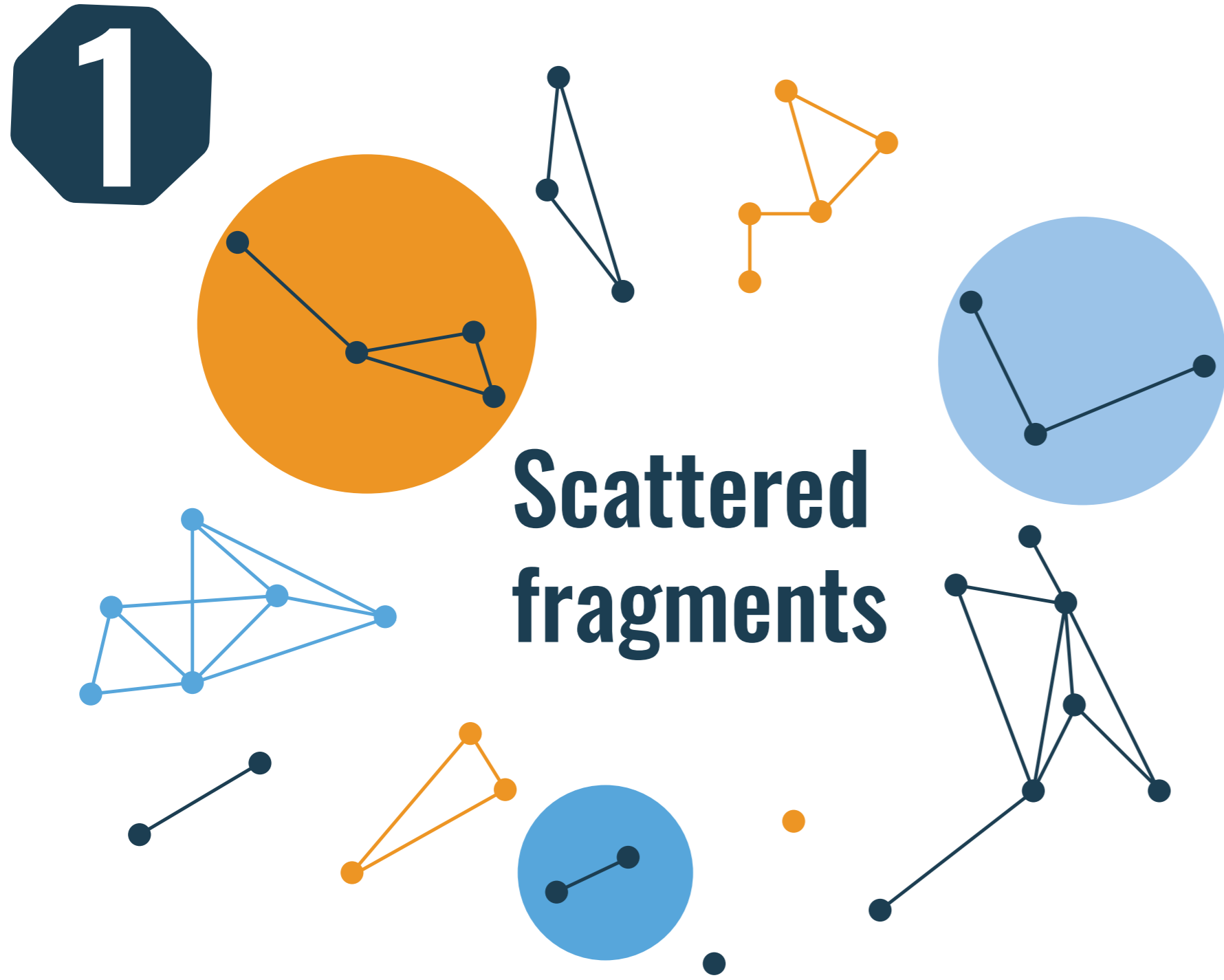
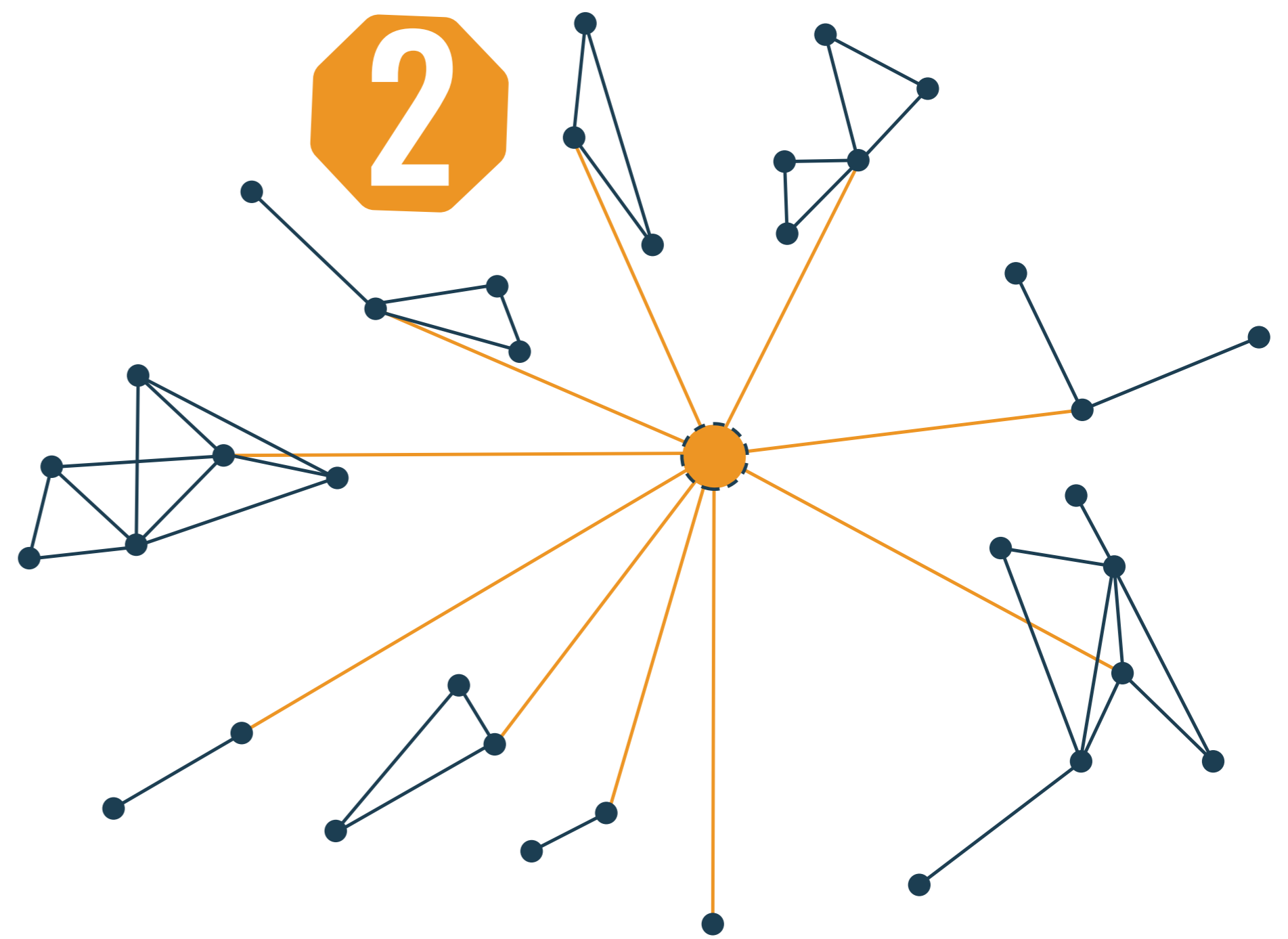## 1

Scattered fragments

Where most network-building begins

- Small clusters of people connect.
- Spontaneous connections between groups happen slowly or not at all.
- No active leader taking responsibility for network building.

2

Single hub- and-spoke

At least one person is connected to several clusters or groups and becomes a network builder. This person learns about the skills, goals, interests and concerns of the different clusters and starts to introduce clusters who have things in common.

Power and vulnerability is concentrated on this one person because the community is dependant on them to bring them together. They start encouraging others to build the network.
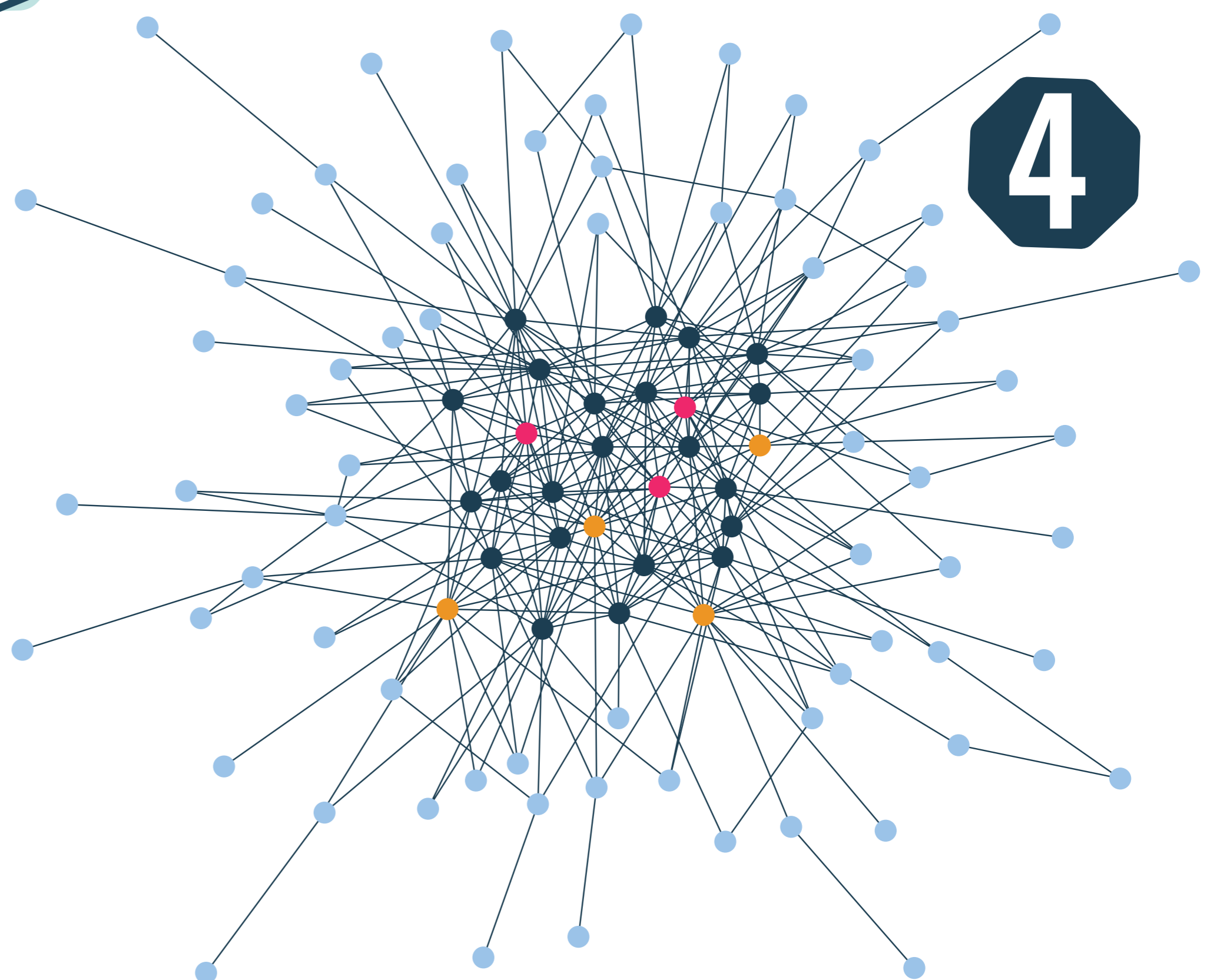
UNLOCKING NETWORKS

3 Multi hub-and-spoke

Clusters are connected to each other with several weak ties which creates strength and brings new people and ideas into contact with each other.

There is no longer a single point of failure if the network builder leaves as there are several hubs or builders. Network builders start to connect to each other.

4

Core/periphery

There is now a stable structure made up of a dense core of interconnected members and a periphery of people tied to the core through looser ties.

The periphery is the place where new members and ideas come and go. It's where the network monitors the environment, whilst the core implements what's discovered and deemed useful.