



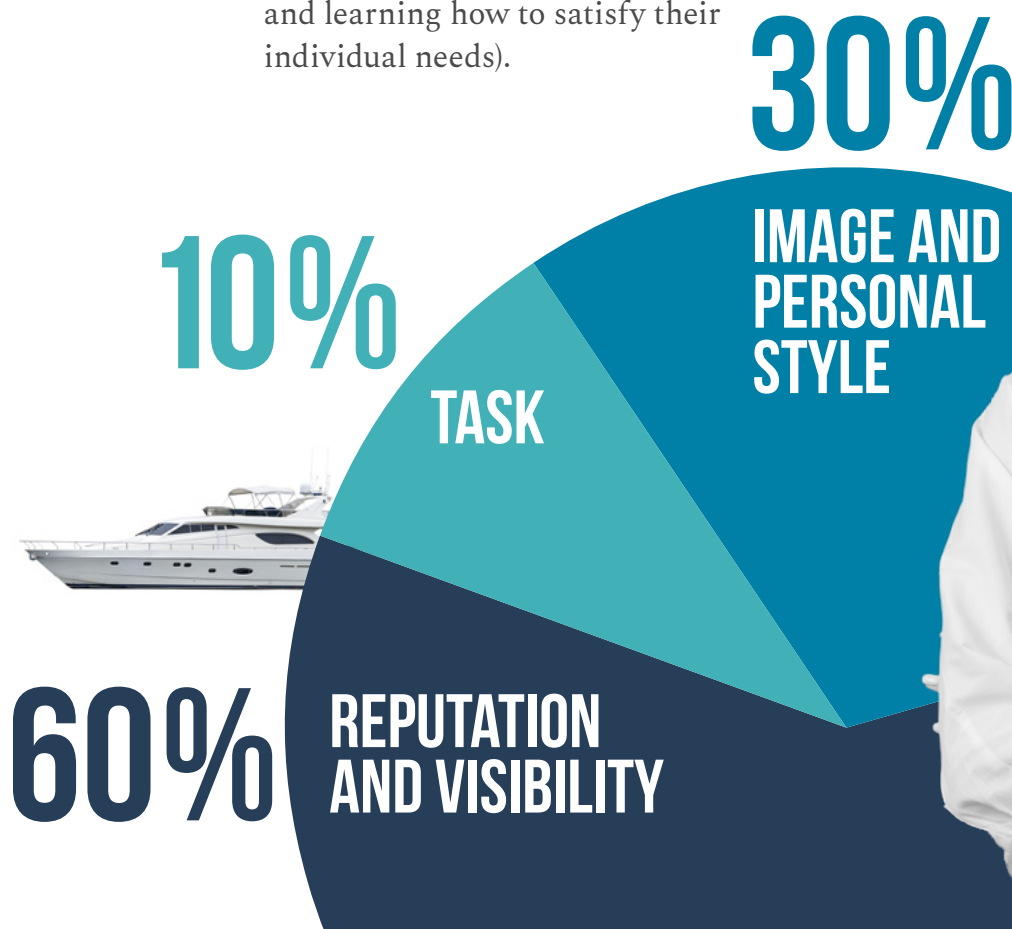
HR NOUVEAU

Understanding & Leveraging Informal Network

Background | Competencies across career stages | Network building & maintenance: Strategies

As people move upwards different things become important. You should increase your influence, and your social capital, network, visibility. One of the most important people management ability you can develop is **to create value from understanding other people** (discovering what motivates them and learning how to satisfy their individual needs).

In our 20s - Task is important, and then this change in early 30s to Image and Personal Style, and then in mid 30s going to 40s it is about Reputation and Visibility. Getting Promoted or Winning key projects.



(Source: Ashridge Business School)

Understanding & Leveraging Informal Network

- 2 BACKGROUND
- 3 COMPETENCIES ACROSS CAREER STAGES
- 4 NETWORK BUILDING & MAINTENANCE: STRATEGIES
 1. Know your network.
 2. Get out of your comfort zone & diversify!
 3. Think long-term.
 4. Create value.
 5. Establish your reputation.
 6. Be the T-shaped manager!

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Competencies across career stages

Individual Contributor level:
CONCEPTUAL & TECHNICAL SKILLS

- Creativity
- Interpersonal skills
- Energy and ambition

Entry Management level:
ANALYSIS & PLANNING

- Organizing & decision-making
- Team building
- Influencing
- Achievement & Drive

Mid and Top Management level:
HELICOPTER VISION

- Open thinking
- Empowering others
- Networking



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(Source: INSEAD Business School)

NETWORKING IS 1% INSPIRATION AND 99% HARD WORK.

Network building & maintenance: Strategies

1. KNOW YOUR NETWORK.

How do you see the role of networking in your future success? Your professional network contains those individuals who help you get things done at work and/or help you get ahead in your career. **Use the Quiz** to explore your view and to find some information about your network.



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2. GET OUT OF YOUR COMFORT ZONE & DIVERSIFY!

Understand our tendency to stick to our own, remember: All encounters are opportunities for expanding/diversifying your network: explore, get to know people different from yourself.

3. THINK LONG-TERM.

Build ties before you "need" them.

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Network building & maintenance: Strategies

4. CREATE VALUE.

One of the most important people management ability you can develop is **to create value from understanding other people** (discovering what motivates them and learning how to satisfy their individual needs).

5. ESTABLISH YOUR REPUTATION.

Establish your reputation via more closed networks early in your new role. Try to find a well-connected & respected mentor/sponsor to help with assignments and more than that.

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6. BE THE T-SHAPED MANAGER!

Broad expertise – business acumen that allows you to play a wide variety of role

Network expertise – build a strong network of relationships

Deep functional expertise – complex and specialized skills

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Thank you!

HR NOUVEAU

www.hrnouveau.ro

Background | Competencies across career stages | Network building & maintenance: Strategies

Quiz:

NETWORKING IS 1% INSPIRATION AND 99% HARD WORK.

1

DO YOU KNOW YOUR ... NETWORK? / WHAT DO YOU THINK ABOUT THIS TOPIC - NETWORK?

Important:
there are no
right or wrong
answers

1. TRUE OR FALSE:

The relative volume of the brain of species of social mammals is directly related to the typical size of the groups they live in. (You can read further information about Dunbar's number)

2. How large is your "emotional group"

(people who you are truly emotionally attached to: e.g., those whose death would affect you deeply)? Around:

☐ 3 ☐ 6 ☐ 12 ☐ 24

3. How many people do you know?

(You can read further information about Dunbar's number)

- ☐ Less than 100
- ☐ 100 to 250
- ☐ 251 to 500
- ☐ 501 to 1000
- ☐ 1001 to 2000
- ☐ 2001 to 3000
- ☐ More than 3000



Quiz:

NETWORKING IS 1% INSPIRATION AND 99% HARD WORK.

2

DO YOU KNOW YOUR ... NETWORK? / WHAT DO YOU THINK ABOUT THIS TOPIC - NETWORK?

Important:
there are no
right or wrong
answers

4. What percentage of you will find your next job through personal contacts?

- ☐ Less than 10%
- ☐ 10% to 20%
- ☐ 21% to 30%
- ☐ 31% to 40%
- ☐ 41% to 50%
- ☐ 51% to 60%
- ☐ 61% to 70%
- ☐ More than 70%

5. Think of a person that you know extremely well (e.g. spouse, sibling, etc.).

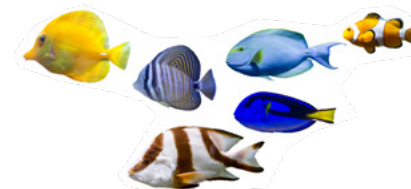
If I give you a list of 20 new products and services, and ask you to put them in the would be order of reference of this person, how precise would you be?

- ☐ Very precise (> 75%)
- ☐ Fairly precise (50-74%)
- ☐ Fairly imprecise (25-49%)
- ☐ Very imprecise (< 25%)

6. The life style and world-view of your close friends is?

(You can read further information about Dunbar's number)

- ☐ different to yours
- ☐ complements yours
- ☐ similar to yours
- ☐ no reason in particular



Quiz:

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DO YOU KNOW YOUR ... NETWORK? / WHAT DO YOU THINK ABOUT THIS TOPIC - NETWORK?

Important:
there are no
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7. Which colleague would you choose for an important task force of two:

- ☐ Loveable Fool
- ☐ Competent Jerk

8. How does the importance of finding work through personal contacts evolve throughout a successful professional career?

- ☐ greater at the beginning
- ☐ the same; does not alter
- ☐ greater in the later stages

9. People with large and diverse networks:

get depressed less often and recover sooner

- ☐ True
- ☐ False

get colds and the flu less often in the winter

- ☐ True
- ☐ False

live longer

- ☐ True
- ☐ False



Quiz:

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4

DO YOU KNOW YOUR ... NETWORK? / WHAT DO YOU THINK ABOUT THIS TOPIC - NETWORK?

Important:
there are no
right or wrong
answers

10. This it's not a question, it's a task for you.



List your Network Contacts - List as many as 20 contacts, but don't list any individual more than once. You should list anyone that you feel is an important part of your professional network. If you have more than 20 important contacts, list the 20 most important ones.

You may list people that you know from ANY context — you need not restrict yourself to people you deal with in your organization, as long as your listed contacts provide you with some kind of professional help or support.

1. After you list the name, think about: How close do you feel to this person? Very close, close, not so close, distant. How much time do you spend preserving this relationship?
contact? / Buy-in (support for your initiatives), / Information on career guidance and opportunities, / Assistance or advice for completing tasks, / Friendship, social enjoyment and support
2. Which of these resources do you receive from your relationship with each
Who knows who? You can complete a matrix and describe the strength of relations between the listed people. Do they know each other? Do they have a positive relationship? Or a negative relationship (they dislike each other and intentionally avoid contact)? Etc. – you can use some colours for each type of relationship (e.g. negative with red etc.)
3. What kind of network structure do you have?
4. What conclusions did you reach? Do you need to do anything to grow your network? And now... What is your plan?



TIP: One way to identify contacts is to go through your address book and ask, "Is this person important to getting my job done or important to my career?"