

Choosing the Right Shoes: Taking Steps toward Networking and Partnership

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Network for Social Work Management ELI

Objectives

- Participants will learn how to create their own leadership trajectories.
- Participants will learn strategic ways for developing professional networks and partnerships.

Agenda

- Get to know each other some more
- Learn a bit about me
- Catch me up...what did you learn in the previous session?
- Quick touch down on leadership
- Networking...so what?
- Let's get creative!
- Conversations

Definition of Leadership

- to **guide** on a way especially by going in advance
- to **direct** on a course or in a direction
- to **serve** as a **CHANNEL** for

“Throughout history and in cultures everywhere, the leader in any human group has been the one to whom others look for assurance and clarity when facing uncertainty or threat, or when there's a job to be done. The leader acts as the group's emotional guide.”

Goleman, D., Boyatzis, R. & McKee, A. (2004). *Primal Leadership: Learning to Lead with Emotional Intelligence*. Harvard Business School Press: Cambridge, MA

Top Leadership Competencies

The Top 10 Leadership Competencies, Grouped Into Five Themes

When 195 global leaders were asked to rate 74 qualities, these rose to the top.



Six Ps of Leadership

- Purpose – mission
- People – employees
- Passion – organizational culture
- Progress – organizational milestones
- Product – services
- Profit – performance



Let's talk about Networking....



Misconceptions about Networking

- Networking is mostly a waste of time.
 - Slow rolling, intention of the network.
- People are either naturally gifted at networking or they're not, and it's generally difficult to change that.
 - Fixed theory vs growth-mindset
- Relationships should form naturally.
 - Game recognizes game...homogenous, convenient, easy

Other Misconceptions

- Networks are inherently self-serving or selfish.
 - Personal values, “insincere” “manipulative”, unfair advantage...OR reciprocity!
- Our strong ties are the most valuable.
 - Weak ties are the key to evolution
- Mindset
 - Time, effort, ROI
 - Change and WILL with experience and time!!

Ibarra, H. (2016). 5 misconceptions about networking. *Harvard Business Review*. Retrieved from www.hbr.org

Why is networking valuable?

- Professional networks lead to more job and business opportunities, broader and deeper knowledge, improved capacity to innovate, faster advancement, and greater status and authority.



So what do you do....(yawn)

- Such an “American” thing to do....
- People naturally prefer and seek out relationships based on more than one context
- *Multiplex ties* - connections where there is an overlap of roles or affiliations from a different social contexts
- Relationships are richer, more trusting, and longer lasting.

Burkus, D. (2018). 8 questions to ask someone other than “What do you do?”. *Harvard Business Review*. Retrieved from www.hbr.org.

We're all connected...

- All that we share.

Let's try something different....

- What excites you right now?
- What are you looking forward to?
- What's the best thing that's happened to you this past year?
- What do you do for fun?
- Where did you grow up?
- Who's your favorite super hero?
- Is there a charitable cause you support?
- What's the most important thing I should know about you?
-what's a question you'd like to add?

Plan your own networking event

- Special skill set not required
- Simple logistics

- Think strategically about the size of your gathering
- Decide if your event will have a theme
- Think carefully about the mix.
- Consider recruiting a co-host
- Leverage existing contacts to build your guest list.

Clark, D. (2019). How to plan your own networking event (and invite the right people). *Harvard Business Review*. Retrieved from www.hbr.org.

Three Forms of Networking

	Operational	Personal	Strategic
Purpose	Getting work done efficiently; maintaining the capacities and functions required of the group.	Enhancing personal and professional development; providing referrals to useful information and contacts.	Figuring out future priorities and challenges; getting stakeholder support for them.
Location and temporal orientation	Contacts are mostly internal and oriented toward current demands.	Contacts are mostly external and oriented toward current interests and future potential interests.	Contacts are internal and external and oriented toward the future.
Players and recruitment	Key contacts are relatively nondiscretionary; they are prescribed mostly by the task and organizational structure, so it is very clear who is relevant.	Key contacts are mostly discretionary; it is not always clear who is relevant.	Key contacts follow from the strategic context and the organizational environment, but specific membership is discretionary; it is not always clear who is relevant.
Network attributes and key behaviors	Depth: building strong working relationships.	Breadth: reaching out to contacts who can make referrals.	Leverage: creating inside-outside links.

Bringing the 3 Forms to Life

- It's not called net**WORK**ing for nothing.
- Mind your mindset. Find a role model.
- Work from the outside in.
- Re-allocate time. Task accomplished vs delayed networking reward
- Ask and you shall receive.
- Stick to it. It's more will than skill.

Getting the most out of NSWMM

DO

- Shift your mindset by focusing on how networking is good for your career
- When choosing which sessions to attend, consider whether you'll learn something or meet someone new
- Take the initiative to create networking situations where you feel comfortable

DON'T

- Spend all of your time with coworkers you see every day — draw clear boundaries
- Burn out — give yourself time to rest and rejuvenate during the conference
- Try to be someone you're not — putting on a false persona is stressful and tiring

Time to get creative....

How to find me....

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