



Building Your Network and Developing Strong Relationships

Your Host Today...



Imrah Mughal
Career Development & Experience
Analyst

Antoinette Oglethorpe

>25 years of experience
developing leaders in the
Private Sector and now
consulting with the UN
System

- Speaker and Author on
Talent Development
- Professional Career Coach
and Counsellor

“[Career Conversations] provoke reflection insight, ideas and action. They keep the focus on the employee while helping them see things differently. And they encourage them to take ownership of their own development. They help them recognize possibilities.”

Antoinette Oglethorpe in “It’s Good to Talk - A Practical Guide to Have Career Conversations in the Workplace.”



Poll

HOW DO YOU FEEL ABOUT NETWORKING?



I love the idea



I like the idea



I am indifferent to it



I don't like the idea



I hate the idea

Discover five practical steps
you can take to leverage
your networks without
feeling awkward and fake



What we're going to cover



What do we mean by networking?



Why networking is important in managing your career



How to leverage your networks for maximum impact



Empowered lives.
Resilient nations.



Question

What is your biggest challenge in leveraging networking to manage your career?

PLEASE TYPE YOUR ANSWERS
INTO THE CHAT BOX





What do we mean by networking?

network

/ˈnetwɜːk/ 

noun

1. an arrangement of intersecting horizontal and vertical lines.
"a spider constructs a complex network of several different kinds of threads"
synonyms: [web](#), [criss-cross](#), [grid](#), [lattice](#), [net](#), [matrix](#), [mesh](#), [webbing](#), [tracery](#), [trellis](#); [More](#)
2. a group or system of interconnected people or things.
"the company has a network of 326 branches"
synonyms: [system](#), [complex](#), [interconnected system/structure](#), [complex system/arrangement](#), [nexus](#), [web](#); [More](#)

verb

1. connect as or operate with a network.
"compared with the railways the canals were less effectively networked"
2. interact with others to exchange information and develop professional or social contacts.
"the skills of networking, bargaining, and negotiation"

Know the difference:



Networks

NOT



Networking



Quality

NOT

Quantity

Authentic
NOT
Fake





Empowered lives.
Resilient nations.



Reflection



How do those principles fit with your own view of networking?

চিনি - Chini আম
খুম - Khum-খ
নো - Nukhuna

Why networking is important in
managing your career



Empowered lives.
Resilient nations.



Question

Why is networking an important element of career development?

PLEASE TYPE YOUR ANSWERS
INTO THE CHAT BOX





High performers have connections that span boundaries Long-term career success with constellation of relationships

Rob Cross, University of Virginia
Monica Higgins, Harvard Business School



4 Reasons Why Networking is Important

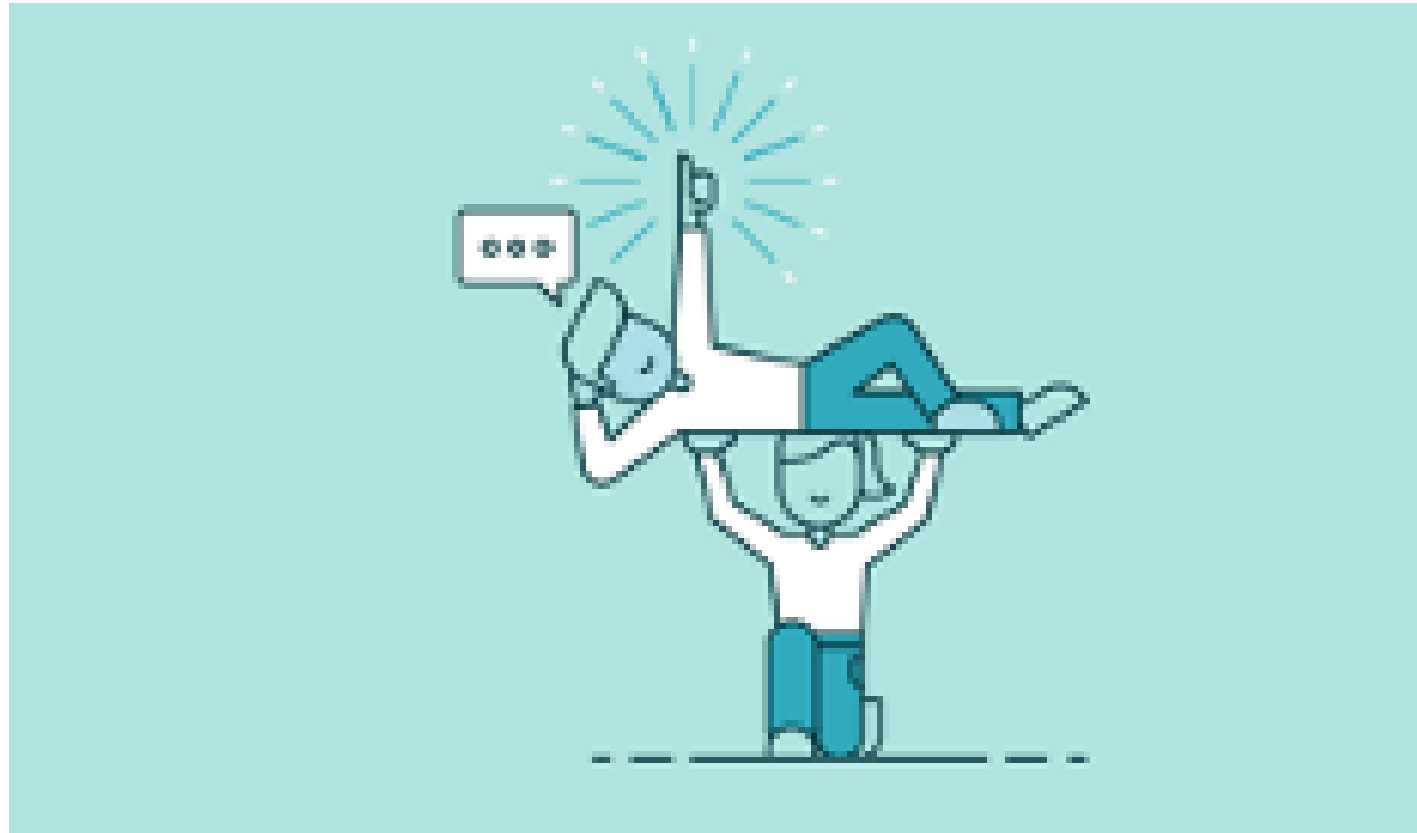
1. Support

2. Influence

3. Development

4. Opportunities

1. Support



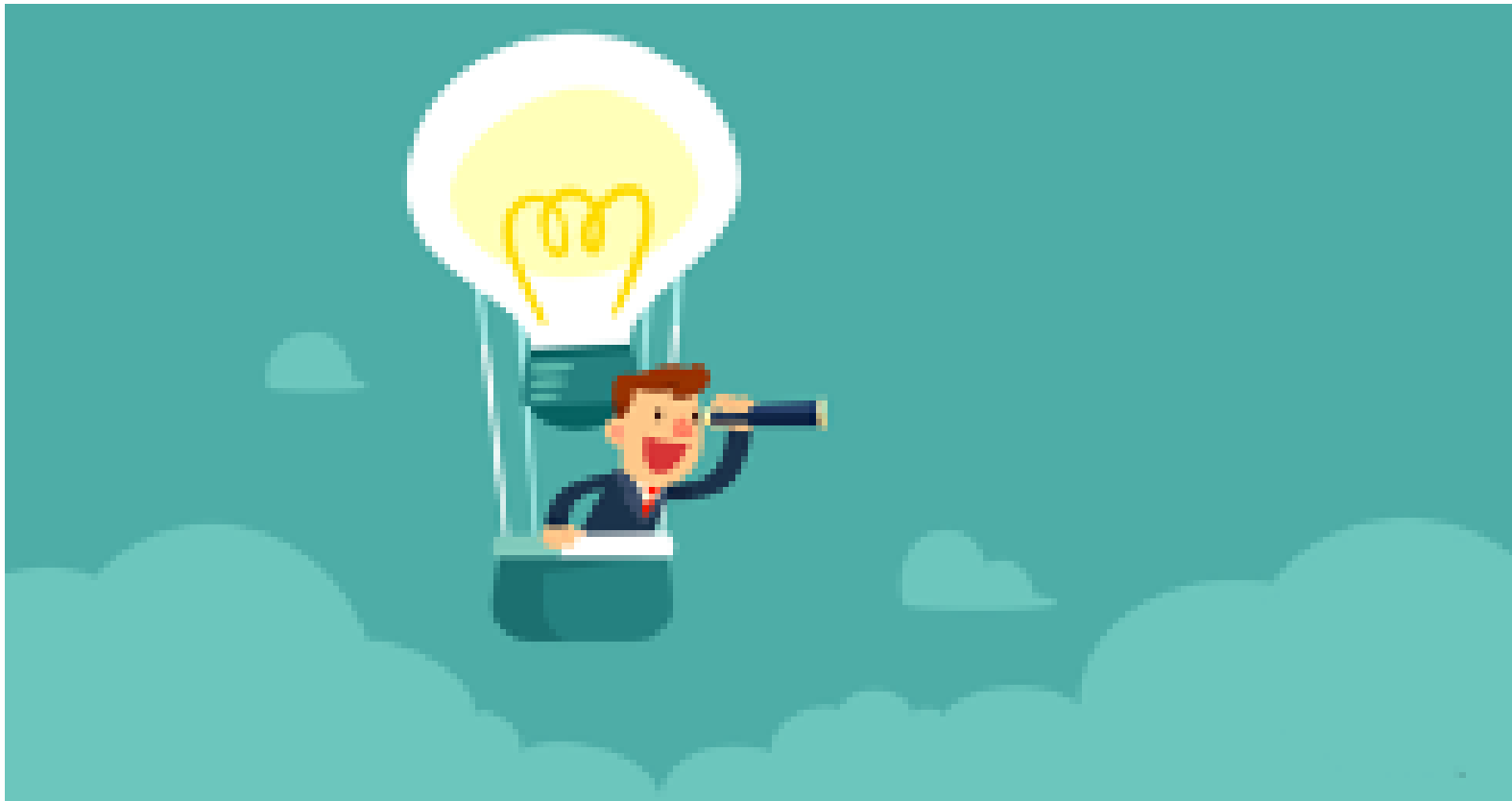
2. Influence



3. Development



4. Opportunities





Empowered lives.
Resilient nations.



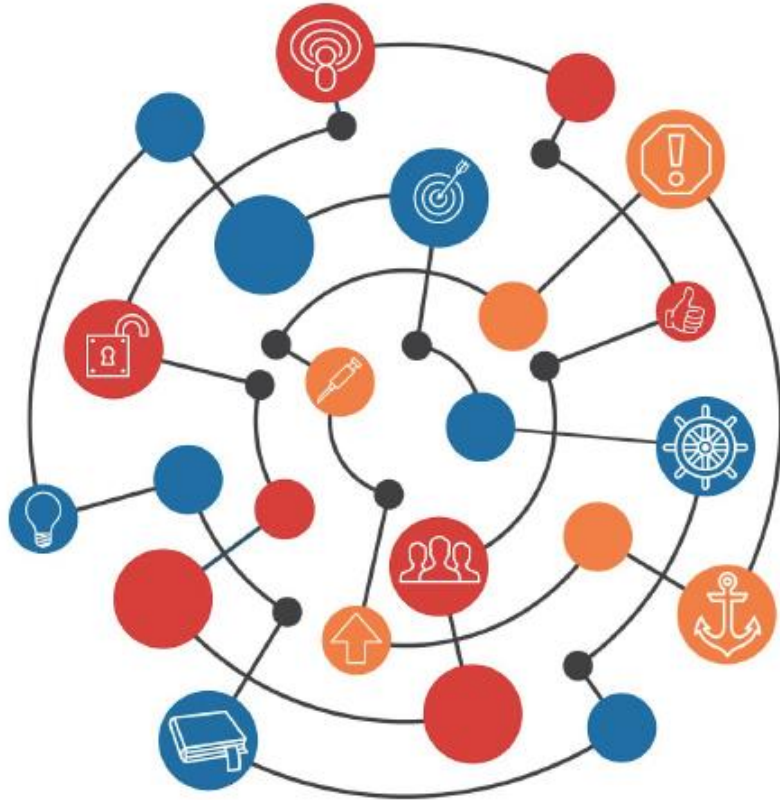
Reflection



How well are you leveraging your networks for each of these?

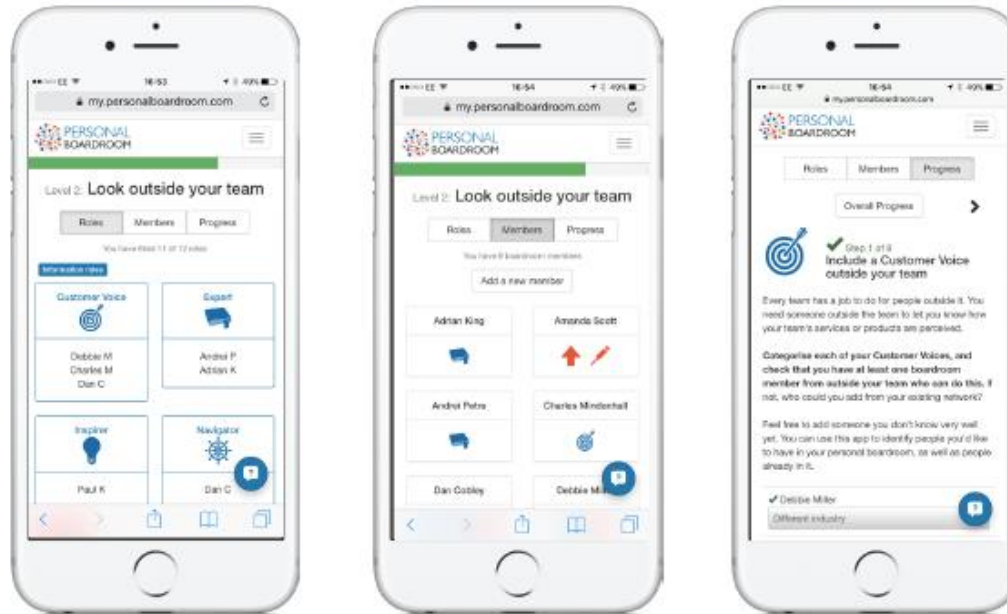
A group of women and children in traditional Indian attire, smiling and looking towards the camera. The women are wearing colorful saris in shades of red, orange, and pink. The children are also smiling and looking towards the camera. The background is a plain, light-colored wall.

How to leverage networking for
maximum impact



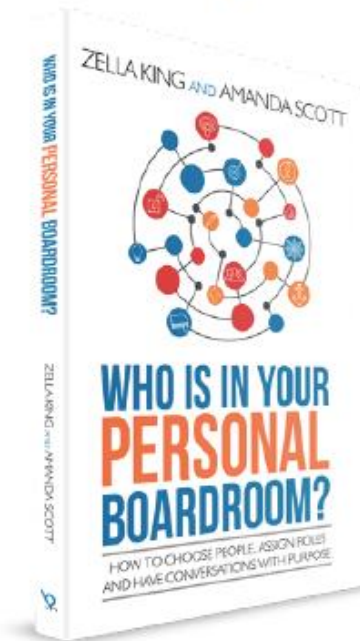
Who is in your personal boardroom?

Web app (free)



my.personalboardroom.com

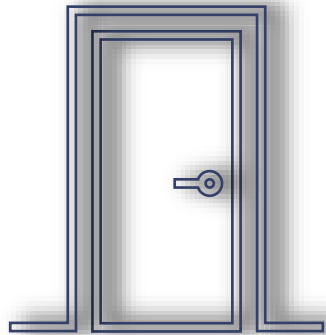
Book (free)



on Amazon

The Purpose of a Personal Boardroom

Imagine you are standing outside the door to a boardroom
And the discussions in that room are to develop your career



5 Steps to Designing Your Personal Boardroom

Define what your personal boardroom is for

Choose 6-12 people for your personal boardroom

Assign roles to the members of your boardroom

Have the conversations

Offer help to others



Step 1: Define what your personal boardroom is for

What do you want the people in your Personal Boardroom to help you achieve?

You are aiming to complete the sentence:
“My Personal Boardroom will help me to...”

Step 2: Choose people

First, generate a long list:

- Who **should be** in your personal boardroom?
- Who could be in your personal boardroom?
- Who **might** be in your personal boardroom?

Narrow down to 6-12 names



Step 3: Assign roles

Information roles

provide new knowledge, insights and ideas



Customer voice



Expert



Inspirer



Navigator

Power roles

provide access to people and resources, and get things done



Unlocker



Sponsor



Influencer



Connector

Development roles

provide feedback, challenge, courage and balance



Improver



Challenger



Nerve-Giver



Anchor

Information roles

provide new knowledge, insights and ideas



Customer
voice

helps you understand markets,
customers and business
opportunities



Expert

gives advice based on
their professional, technical
or sector expertise



Inspirer

inspires new ideas and brings
fresh thinking



Navigator

can tell you who you need to
know and who does what

Power roles

provide access to people and resources, and get things done



Unlocker

provides access to resources (e.g. money, data, people's time)



Sponsor

speaks out to endorse you and your ideas to senior or important people



Influencer

works behind the scenes to win support and helps you get things done



Connector

makes introductions and connects you with people who can help you

Development roles

provide feedback, challenge, courage and balance



Improver

gives constructive feedback on your performance and development



Challenger

challenges your decisions and thinking, and helps you see your errors and blind spots



Nerve-Giver

strengthens your resolve at difficult times and gives you a sense of purpose



Anchor

holds you to account for the balance between work and the rest of your life

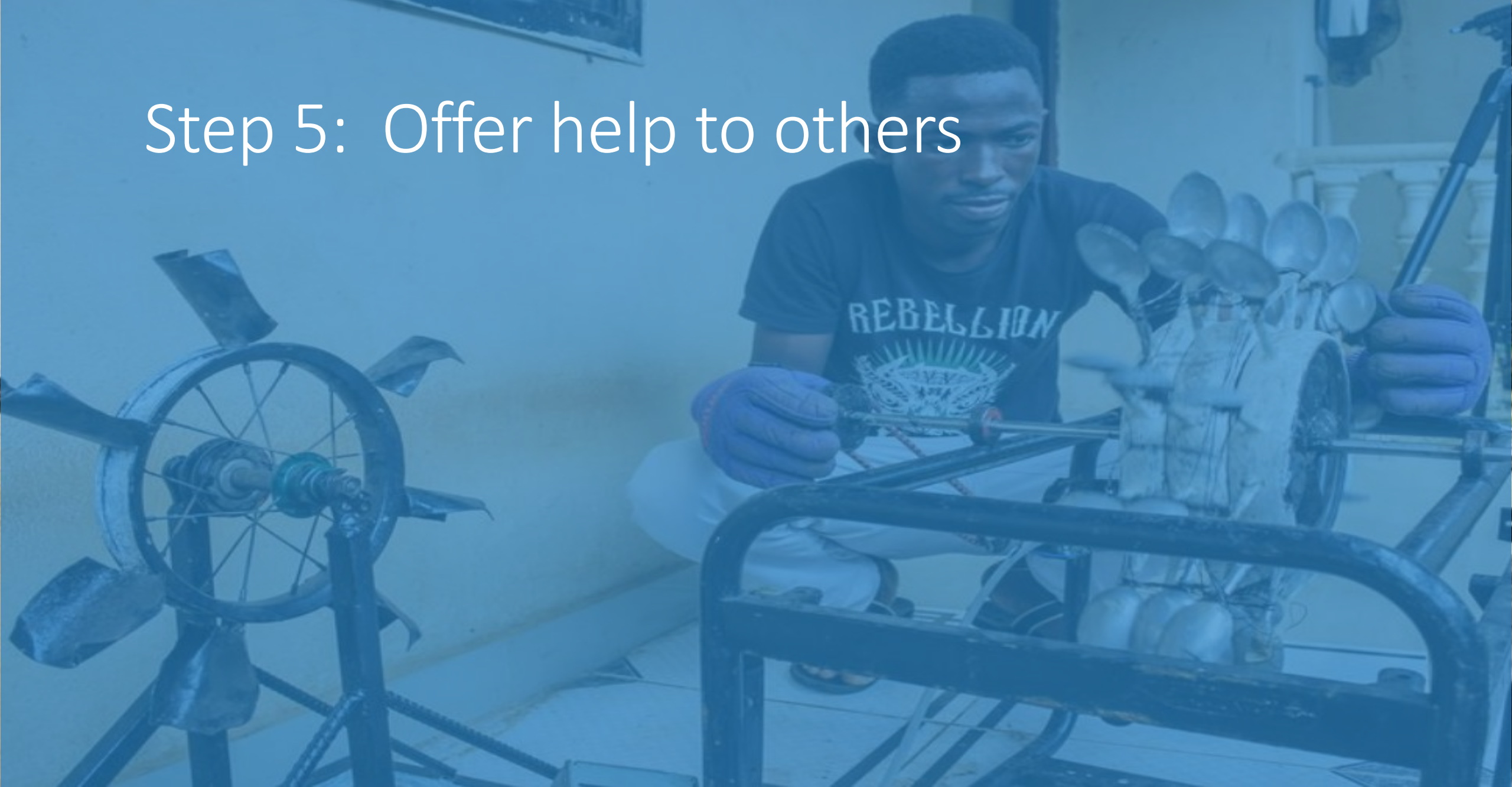
Step 4: Have the conversations

I am aiming for/taking on/thinking of/hoping to....
[insert here the goal you identified for your personal boardroom]

I wondered if you could help me by acting as a ...
[insert here the role you want the person to play]

By...
[explain what you want them to do and make it specific to the role]

Step 5: Offer help to others



Three things to remember:

1. Use roles to help you decide who to talk to and how

2. Create purpose in your network by asking for the help you need

3. Add value to your network by offering it



Empowered lives.
Resilient nations.



Reflection



What actions can you take today to start designing your personal boardroom?



What remaining questions do you have?

Thank You!



*Empowered lives.
Resilient nations.*

For any further questions, reach out to us on:

E-mail: career.development@undp.org

Yammer: Career Development & Experience

Or visit our intranet page on:

<https://undp.sharepoint.com/teams/TalentDevelopmentHub>