

Developmental Networks and Strategic Relationships

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No industry relationships to disclose

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Developmental Networks

Begin with the End in Mind – 5 min

- **Journal – Begin with the End in Mind**
 - Keeping where you want to be in 5 years in mind, **identify the strengths & gaps in your network**
 - 3 strengths
 - 3 opportunities

Developmental Networks

Learning Objectives

1. Identify the strengths & gaps in your network
2. Create plan to strategically enhance network
3. Develop skills to conduct informational interviews
4. Identify personal and systemic barriers to creating robust developmental networks



Developmental Networks

Reciprocity

Sponsors / Mentors

- Advocate for your next promotion/career opportunity
- Call in favors for you
- Expand your perception of what you can do
- Makes connections to senior leaders
- Provides feedback for growth

Protégés / mentees

- Trusted contribute 110% ■ underpromise/overdeliver
- Cover your back
- Promote your legacy
- Allow you to help shape next generation of leaders

Developmental Networks

Is your Network Robust?

- **Size**
 - How many developers?
- **Diversity**
 - Is there variety in your network?
- **Density**
 - How interconnected is your network?
- **Tie Strength**
 - How intimate are your connections?
- **Multiplexity**
 - How many types of support do developers provide?
- **Intentionality**
 - How strategic are you in managing your network?
- **Reciprocity**
 - Have you programmed mutual benefit?

Developmental Networks

Begin with the End in Mind

Who & Why

- In triads, discuss strengths & opportunities to improve your mentor network - 15 minutes
 - **Focus person** - 1 minute framing
 - 1 strengths
 - 1 opportunity - challenge
 - **Peer coaches** - 4 minutes
 - Open-ended questions designed to draw out strategies to enhance network

Developmental Networks

Session

1. Identify the strengths & gaps in your network
- 2. Create plan to strategically enhance network**
3. Develop skills to conduct informational interviews
4. Identify personal and systemic barriers to you and others creating robust developmental networks



Programming for success

Sponsors & Mentors

- Finding sponsors & mentors
 - How do you do due diligence?

Programming for Success

Due Diligence on Potential Mentor/Sponsor

- **Reputation**
 - With your prior advisors/mentors/mentees
- **BU Profiles**
 - **Publications**
 - [Web of Science Author Finder](#)
 - [Google Scholar](#)
 - Cited in Reviews?
 - **Grants**
 - [NIH Reporter](#)
- **Check out prior mentee's experience**
 - Independence
 - Publications & Grants
 - Well-being

Programming for Success

Strategies to Enhance Mentor Network

- **Calling card**
 - Business cards
 - [NIH bio sketch](#) or CV
- **Meetings – local & national**
 - Abstracts, talks
 - Study section
 - Committee meetings
 - Mentor introduction
 - Make connection based on place/topic
 - Email before event and create connection
 - Clarify intention/expectations (be limited)
- **Transportation**
 - Plane
 - Taxi
 - Play chauffeur
 - Walk them to next meeting/office/car
- **Anywhere**

Developmental Networks

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Programming for Success

Informational Interview

- **Make time**
- **Identify & write down who, why, & when**
- **Prepare for your meeting in advance**
 - Send agenda & CV
 - If concerned, strategize with colleague or learning community

Programming for Success

Informational Interview

- **Meeting - Succinctly describe**
 - Yourself
 - Meeting's purpose
- **Potential purposes**
 - Interest in their career
 - Role, trajectory, lessons learned
 - Describe dilemma or future direction; 3 possible strategies
 - What are their insights?
 - Other resources or people you should connect with
- **Follow up**
 - Thank you
 - One thing you learned
 - One action you have taken

Developmental Networks

Session

1. Identify the strengths & gaps in your network
2. Create plan to strategically enhance network
3. Develop skills to conduct informational interviews and network
- 4. Identify personal and systemic barriers to you and others creating robust developmental networks**



Personal & Systemic Barriers

- ✓ Time famine
- ✓ Organizational context
 - Politics
 - Change
- ✓ Why are some people less networked
 - Culture
 - Country of origin
 - Gender
 - Race
 - Socioeconomic status
 - Personality
 - LGBTQ
- ✓ Lack of awareness of importance of networks
- ✓ What is the impact on organization?
- ✓ As leaders what is your role?

Exercise

Journal – 5 minutes

- **How will you enhance your developmental network?**
 - Two people you will meet with to enhance your developmental network
 - Plan informational interviews
 - Commit to scheduling meeting by Thanksgiving
 - What do you hope to accomplish?
 - Strategize to overcome your barriers to robust network
 - If your developmental network is robust, how can you be more intentional in how you network

Exercise

Triads – 15 minutes

- **How will you enhance your developmental network?**
 - Plan informational interviews
 - Strategize to overcome your barriers to robust network
 - If your developmental network is robust, how can you be more intentional in how you network

Exercise

Themes – Report Out – 10 minutes

- **How will you enhance your developmental network?**
 - Strategize to overcome your barriers to robust network
 - If your developmental network is robust, how can you be more intentional in how you network
- **How can you help individuals who are less connected enhance their network**

SMART Commitment

Journal – 5 minutes

- **Revisit your leadership goal**
 - Specific
 - Measurable
 - Achievable
 - Relevant
 - **Timely** – what will you accomplish between now & 10/19?