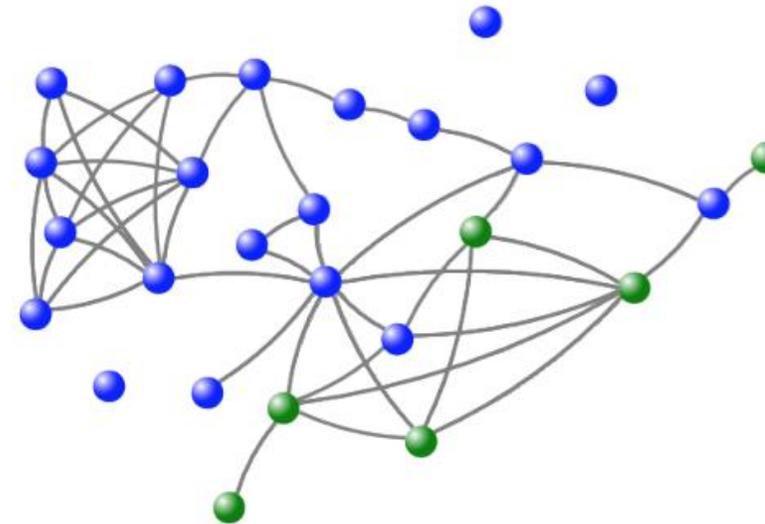


WHAT DOES COVID-19 MEAN FOR YOUR NETWORKING AND YOUR JOB SEARCH?

Jan Nelson, EdD, PCC
Nelson Coaching & Consulting, LLC
June 17, 2020



WELCOME TO JAM!

Our session today is **COVID-19, YOUR NETWORKING AND YOUR JOB SEARCH**. While you are waiting:

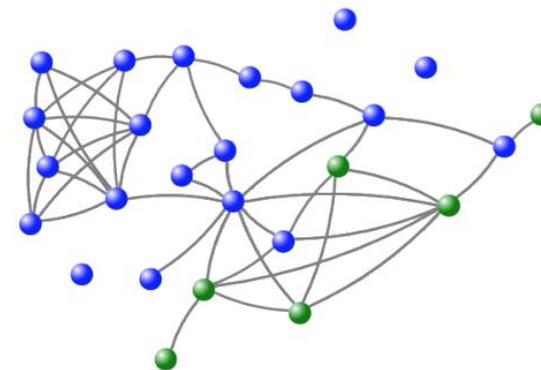


Zoom Menu Bar: The Zoom menu bar will appear at the bottom of your screen. If you do not see the menu bar, move your mouse slightly and the bar will appear.

- **MUTE AUDIO:** Click the Audio Mike to mute; a red diagonal line will appear.
- **VIDEO:** Start your Video feed, so that all participants can see you.
- **PARTICIPANTS:** Click on the Participant link to see who else is attending today.
- **CHAT:** Click on chat to send all of us a welcome message before we start.
- **SCREEN SETTINGS:** Go to the upper right corner of your screen, and pick Gallery View to see everyone.

WHY NETWORKS ARE IMPORTANT

- Connections matter ... work often happens through informal channels
- Leadership occurs through relationships
- Successful leaders develop/leverage networks of strong, diverse relationships
- Network knowledge is an asset in change efforts
- Innovation requires new, creative ideas and diverse networks to implement them
- Today's complex problems ... like COVID-19 ... require collective leadership



TODAY'S AGENDA: "WORKING THE ZOOM"



- Intro
- Today's Roadmap
- Online Poll

- Concepts
- Break-Out Room

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- Break-Out Room

- Concepts
- Break-Out Room

- Wrap-Up
- More Resources
- Q&A

- ZOOM is our networking platform today ... Quick pace; Q&A at the end
- I will be your host; Ed will be your co-host
- Focus on what is happening here ... we will send you the presentation later
- We will use all ZOOM meeting functions ... Audio, Video, Screen sharing, Q&A
- Special networking features ... Participant List, Chat, Polls, Break-Out Rooms

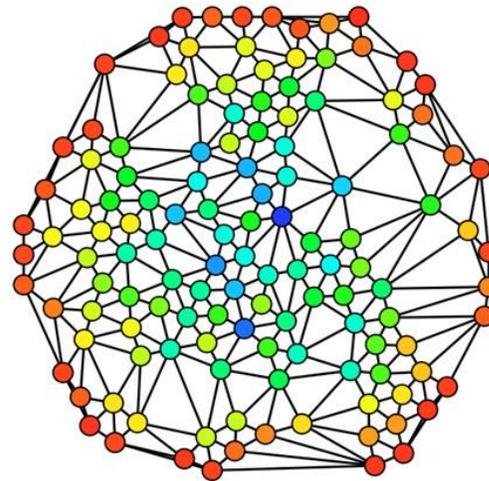
NETWORK BASICS

Everyone has a network



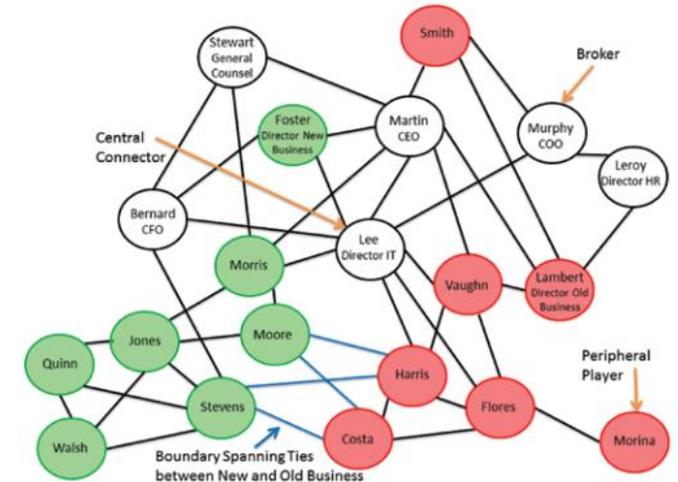
Mapping your network
makes it visible

Networks have structures



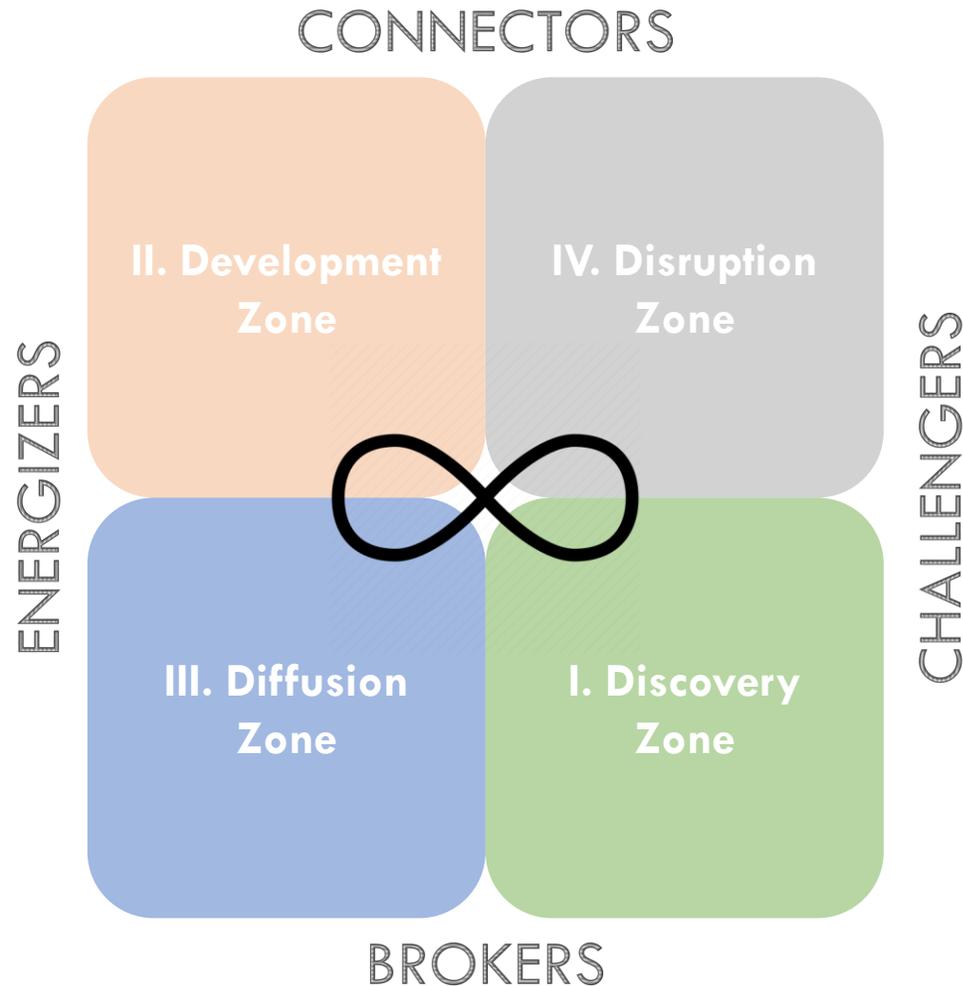
- Formal or Informal
- Similar or Diverse
- Open or Closed
- Diffuse or Dense (aka Weak Ties, Strong Ties)

Networks have roles



- Connectors
- Brokers
- Energizers
- Peripheral Players

NETWORKED ORGANIZATIONS: GM & THE 4-D CONNECTIONS

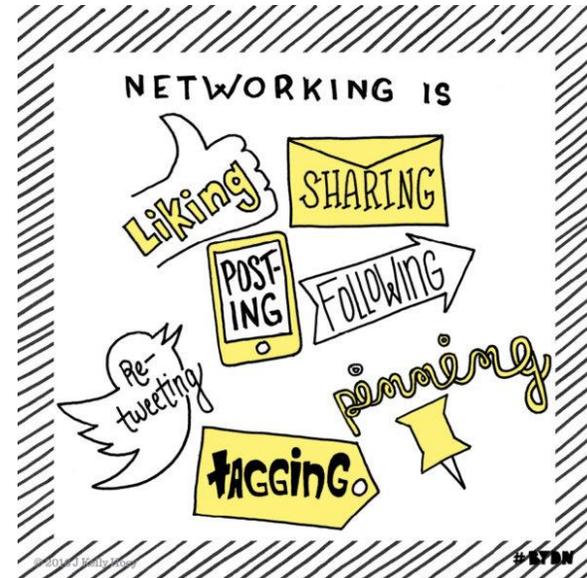
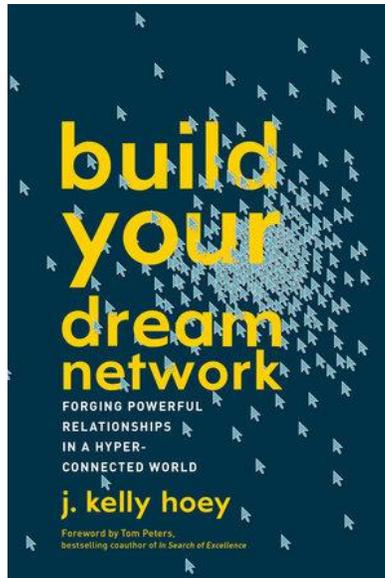


- I. **DISCOVERY ZONE**: Interactions that produce novel ideas & new insights
- II. **DEVELOPMENT ZONE**: Local interactions within cohesive teams that facilitate idea elaboration & refinement
- III. **DIFFUSION ZONE**: Interactions to move concepts across the broader organization
- IV. **DISRUPTION ZONE**: Interactions to overcome the stifling effects of formal structure

IN A HYPER-CONNECTED WORLD, NETWORKING IS EVERYWHERE

TRADITIONAL NETWORKING

- Attend a networking event with a roomful of strangers
- Meet as many people as possible
- Exchange business cards



TODAY'S NETWORKING ACTIVITIES

- In-person, online, one or more methods
- Everywhere, ongoing
- Driven by YOU
- Relationship based
- Learnable and scalable

STOP
Random
Acts of
Networking
Be
Intentional

Including

- Your email signature line
- Your VM/email/text/Slack messages
- Your LinkedIn profile, headlines, postings,
- Your headshot on social media
- Participating in Twitter chats
- Participating in/hosting ZOOM events
- Your Facebook group
- Opting-in to groups, blogs, website, webinars
- Creating Virtual Water Cooler moments

Break-Out

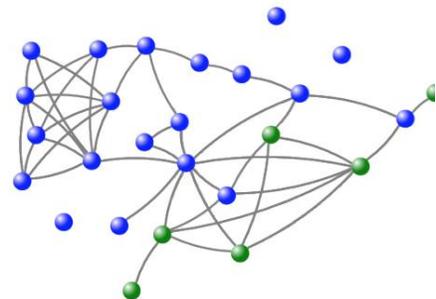
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Know Yourself



We will be using the Break-Out Function in ZOOM. Be sure to introduce yourselves (it's a chance to expand your network!). You and your team mates will have 10 minutes to discuss the following two questions:

- What type of networker are you
- What is your networking “super power”

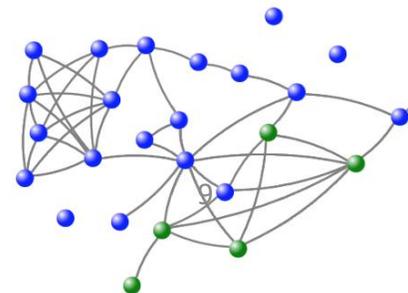


NETWORKED PERSPECTIVE

“The ability to see the complex web of connections between people in and beyond your organization.” - Center for Creative Leadership

Leaders with a well developed networked perspective ...

- Move beyond the “org chart” to get work done
- Know who has influence and where to go for information
- See – and tap into – ties beyond their organization
- Identify, develop and leverage hidden leaders
- Deal with large organizational and social challenges
- Strategically create collaboration and collective leadership



LEADERS LEVERAGE ALL 3 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.

STRATEGIC, INTENTIONAL WAYS TO CONNECT

Are You Networking Impaired?

The Wrong Structure

- The Formalist
- The Overloaded Manager

The Wrong Relationships

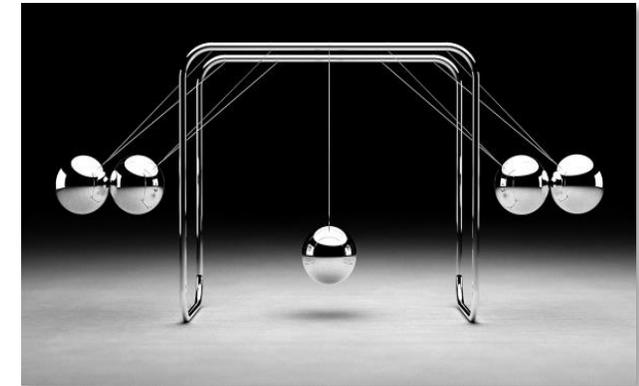
- The Disconnected Expert
- The Biased Leader

The Wrong Behaviors

- The Superficial Networker
- All Take, No Give

Four Steps to Building A Better Network

- **ANALYZE:** Identify the people in your network and what you get out of interacting with them
- **TRANSITION:** Decide which people to back away – redundancies, energy-sapping, other
- **DIVERSIFY:** Build your network with the right kind of people; energizers
- **CAPITALIZE:** Make sure you're using your contacts effectively

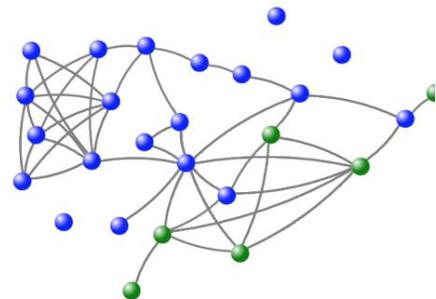


Break-Out # 2 Networking Toolkit



Be sure to introduce yourselves to any new team members. You and your team mates will have 10 minutes to discuss the following two questions ... Be sure to leverage the expertise of your team mates!

- What networking “action item” you want to go after for your job search? Be intentional.
- What is one additional networking “skill” you want to develop?



COVID-19 & WHAT'S HAPPENING IN MY NETWORK



- My existing network is even more active
 - ✓ Shelter in place = more time to connect
 - ✓ New ways of connecting
- Solving work problems & building new skills
 - ✓ New skills to complete work deliverables
 - ✓ Diversifying work connections (openness)
 - ✓ New online resources and free tools
 - ✓ Virtual Happy Hour 😊
- There's a first time for everything
 - ✓ Virtual book club, gym, field trips
 - ✓ Virtual parties, family gatherings
 - ✓ Virtual convention in Vancouver!

COVID-19 AND THE NEW NETWORKING NORMAL

**Harvard
Business
Review**

Reinventing Your Career in The Time of Coronavirus

**Business is changing.
Will you adapt or be left behind?**

McKinsey
& Company

Organization

[Our Insights](#)

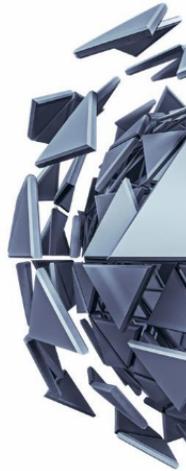
[How We Help Clients](#)

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**To weather a crisis,
build a network of
teams**

April 8, 2020 | Article



World Economic Forum (Apr 14, 2020) Why Informal Networks Will Be Key to COVID-19 Recovery

- Informal networks fill gaps that other organizations don't.
- They are natural focus groups
- They have people's trust
- They might appear to be invisible, but they can change the world.

WEF. <https://www.weforum.org/agenda/2020/04/covid-19-why-informal-networks-will-be-key/>

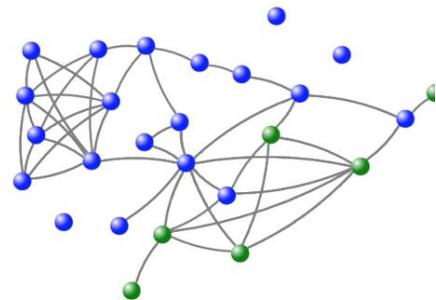
- H. Ibarra (Apr 17, 2020). *Reinventing Your Career in the Time of Coronavirus*. **HBR**. <https://hbr.org/2020/04/reinventing-your-career-in-the-time-of-coronavirus>
- McKinsey & Company (Apr 7, 2020). <https://www.mckinsey.com/business-functions/organization/our-insights/to-weather-a-crisis-build-a-network-of-teams>

Break-Out # 3 The Virtual Water Cooler



Be sure to introduce yourselves to any new team members. You and your team mates will have 10 minutes to discuss the following two questions ... Have 1-2 new virtual ideas to bring back to the big group.

- During the stay-at-home and social distancing, what new ways of virtually connecting have you, family members and friends discovered and tried out?
- What creative new ways can we create virtual water cooler meetings to advance our job searches?



TODAY'S TAKE AWAYS

Network Basics

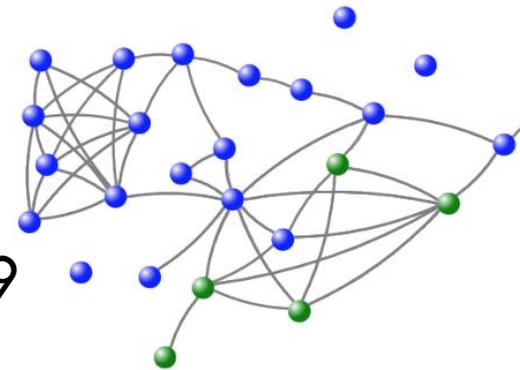
- Networking is everywhere; we all already have a network
- Networks have structure: strong v. weak ties, diversity, depth
- Networks have roles: connector, broker, energizer, peripheral players

Networked Presence/Leadership

- There are 3 types of networks ... career searches require all 3
- Effective leaders use networks strategically to get things done
- Networks are dynamic ... leaders need to build, nurture, prune

Networking During COVID-19

- Networking is a key part of the COVID-19 “new normal”
- Informal networks solve problems innovatively in times of crisis
- ZOOM is one way to expand your networking during COVID-19



ADDITIONAL RESOURCES & TOOLS

M. Arena (2018). ***Adaptive Space: How GM and Other Companies Are Positively Disrupting Themselves and Transforming into Agile Organizations*** (Free Network Assessment: <https://www.adaptivespace.net/assessment>)

I. Carboni (2019). ***Connect the Dots: How to Build, Nature, and Leverage Your Network to Achieve Your Personal and Professional Goals***

Center for Creative Leadership (2014). ***Developing Network Perspective*** <https://www.ccl.org/wp-content/uploads/2013/03/DevelopingNetworkPerspective.pdf>

R. Cross and ***The Connected Commons***: <https://connectedcommons.com/> (Articles, tools, classes, research)

K. Hoey (2017). ***Build Your Dream Network: Forging Powerful Relationships in a Hyper-Connected World***. (<https://jkellyhoey.co/>)

H. Ibarra & M. Hunter (2007). *How Leaders Create & Use Networks*. **HBR**. <https://hbr.org/2007/01/how-leaders-create-and-use-networks>

H. Ibarra (Apr 17, 2020). *Reinventing Your Career in the Time of Coronavirus*. **HBR**. <https://hbr.org/2020/04/reinventing-your-career-in-the-time-of-coronavirus>

McKinsey & Company (Apr 7, 2020). ***To Weather a Crisis, Build a Network of Teams***. <https://www.mckinsey.com/business-functions/organization/our-insights/to-weather-a-crisis-build-a-network-of-teams>

M. Tillman (2020). ***What is ZOOM and How Does It Work***. <https://www.pocket-lint.com/apps/news/151426-what-is-zoom-and-how-does-it-work-plus-tips-and-tricks>

World Economic Forum. (Apr 14, 2020). *Why Informal Networks Will Be Key to COVID-19 Recovery*. **WEF Agenda**. <https://www.weforum.org/agenda/2020/04/covid-19-why-informal-networks-will-be-key/>

THANK YOU FOR YOUR ENERGY & ENGAGEMENT TODAY

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