

UMG's Got Talent!

Your thoughts around networking



What are your thoughts around networking?

- Enjoy meeting new people
- Help others achieve their goals
- Create contacts across the organisation, especially when you first join
- Sharing knowledge
- Standardise practices
- Put a face to a name
- New information you don't get via other channels
- Businessy / wanky stuff
- Exhausting!
- Feels artificial

What do you want to get out of this session?

- Let people know who I am and what I can contribute
- One new contact!
- Mentors
- Connect one of my colleagues to another
- Feel connected / part of a team / sense of community
- Get to know my colleagues
- Connect the dots, create opportunities

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Kent on internal networking



Insights on internal networking from Kent Anderson, DVC Community and Engagement

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| 1. | Universities operate through a series of internal networks/circles - stop looking for structure <i>Tip: You have to work to get outside of your circle, it doesn't always happen organically</i> |
| 2. | Be open to networking – it's ok to feel unnatural <i>Tip: Put yourself in the game mode – <u>want</u> new information</i> |
| 3. | Create opportunities for serendipity <i>Tip: Identify simple things that bring people together in the same space, e.g. having good coffee in tea rooms; centralise printing</i> |
| 4. | Don't be a tool – be human, connect authentically <i>Tip: Be genuinely interested in the other person, find out something about them</i> |
| 5. | Look for positives – look for positive people <i>Tip: Be a positive person!</i> |
| 6. | Have fun – be fun! <i>Tip: Be genuine. Be interested. Don't be afraid.</i> |

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UMG Capability Register



- *The Capability Register is a collation of your **three most relevant capabilities** that you are **willing to contribute** as a resource to the UMG network*
- *The UMG Capability Register is a **voluntary** internal network to help this leadership group to best utilise its diverse talent pool and to assist each other in being more effective in our roles*

What are the advantages of a UMG Capability Register?

- Access to sounding board / expertise
- A starting point for who to contact
- Single resource / point of information
- Greater potential for connections
- Save time / efficient
- Increase skills through connecting

How would I get value out of a capability register?

- Network at your fingertips
- Extend your network
- Identify area experts
- Learn from peers – build own capacity
- Meet people willing to share knowledge
- Quick, easy way to share knowledge (e.g. less time commitment than mentoring)
- Develop a social network

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UMG Capability Register – Guiding Principles



- *Your involvement in this network is 100% voluntary and will be guided by an agreed set of principles:*

Guiding Principles for the UMG Capability Register

- Willingness to engage
- Honesty
- Knowledge sharing - not delegation
- Reciprocity
- Always ask, don't expect
- Ability to opt in and out
- Open to all UMG members (initially)
- Managed, and reviewed bi-annually, by the UMG Committee