Internal Networking
ORANISATIONAL AND STAFF DEVELOPMENT SERVICES

Outcomes

Workshop:
Expand your perspective on how networking internally can be a fruitful and mutually beneficial way of creating successful professional relationships!

UWA:
Develop a mutually beneficial network in UWA that can provide support and help for managers to share tips and best practices.
What is Networking?

Linking two computer devices for the purpose of sharing data

What is Networking?
Why do people network?

No one knows everything

everyone knows something

Collectively…

What is NOT Networking?

Buy My Book PLEASE!

Hire Me!

What is NOT Internal Networking?
Myths and Barriers to Networking

Mindset – limiting beliefs / judgements
“I’m not good enough”
“I don’t fit in”
“They are higher status, better than me…”
“It’s superficial jibber, jabber”
“I can’t see the purpose of it.”
“I don’t know what to say…”

Time i.e. breakfast meetings – why?

Unstructured set up – how to navigate?

Use of status or hierarchies

Drinking

Not feeling confident

Money – to take time away from the business, cost to get there, join

Lack of intention

Lack of clarity

Perceived or actual power trips
“They are not interested in connecting”

External vs. Internal Networking

PERCEPTIONS

<table>
<thead>
<tr>
<th>External</th>
<th>Internal</th>
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<tr>
<td>Perceived as highly desirable</td>
<td>Mixed opinions</td>
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<tr>
<td>Usually perceived as creating value by building linkage to industry</td>
<td>Can be perceived as “sucking up” or “playing politics”</td>
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What's my mindset on internal networking?
Internal Networking - WIIFM

- Shifting roles and changing organisations
- No time to connect
- Virtual project relationships
- Project “silos” developing
- Fearful “recession” attitudes

How Does Internal Networking Look Like?

Formal Organisation

Informal Organisation
Myths about Informal Networks

Myth 1: To build better networks, we have to communicate more.
Myths about Informal Networks

Myth 1:
To build better networks, we have to communicate more.

A) With whom do you routinely communicate?

B) To whom do you typically turn for information to do your work?

B – A =
people who say they are communicating but aren’t exchanging useful information

Who knows what?

Fruitful connections that might be made

Result in a network that can leverage its members’ expertise in the face of new problems or opportunities
Myths about Informal Networks

Myth 2:
Everyone should be connected to everyone else.

Myth 3:
We can’t do much to aid informal networks

People should be connected when a strategic payoff is likely.

hot spots & lack of information flow

Promote strategic collaborations!
Myth 4: How people fit into networks is a matter of personality (which can’t be changed)

Reality Check: How people fit into networks is a matter of INTENTIONAL BEHAVIOURS (which can be influenced)

• Takes time to build their own networks
• Relationship building part of professional development plans
• Analyse network for biases (e.g. dept, gender, race, level)
Key Ingredients for Successful Networking

- Trust
- Authenticity
- Reciprocity

Give something of VALUE

Create Your Networking Spiel

Response to anyone asking who you are & what you do
- At a conference, seminar, event, workshop
- Over lunch, coffee, drinks

It needs to be clear, concise and interesting

1. Who are you?
2. What do you do?
3. Why are you here? Why are you contacting me?
4. Why should the person you are speaking to care?

It’s about them, not about you!
Create Your Internal Networking Spiel

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<th>Lift Pitch</th>
<th>For example, if you work in marketing or communications, you can say:</th>
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<td>Your story does not need to be scripted. It will be a little different each time depending on who you speak to. KEEP IT SHORT. Context of internal networking can help shorten our introduction.</td>
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| Call to Action | "I will be really grateful if you might be able to spare 30 minutes sometime in the next week to explore how/what...?" |
|                | 'I'd value hearing your insights on Project ABC and your thoughts on my proposed plans. I was wondering if you have 30 minutes in the next week or two to spare? I can come to you? |
|                | BE SPECIFIC                                                                                     |

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Speed Networking - Activity

1. Split ourselves into two groups
   A. Just joined UWA recently
   B. Been here for a long time

2. Pair up

3. Group A – start the conversation (5 minutes)
   Then Group B will move on to a new person from Group A

4. Group B – start the conversation (5 minutes)
Capability Register

Capability:
Skill or ability to do something that may be valued by another

- Knowledge of specific UWA policy or processes
- Experience with a specific University system (Alesco, Callista, Trobexis, PeopleSoft, etc.)
- Experience with formulating budgets, working with spreadsheets, completing research grant applications, org change processes, project management skills, faculty specific processes, etc

Capability Register Brainstorm

Let’s get into three big groups!

1. What are the advantages of having a capability register?
2. How would I get value out of the capability register?
   How would I use it?
3. What are the guiding principles (boundaries) around the capability register?
Summary

Expand your perspective on how networking internally can be a fruitful and mutually beneficial way of creating successful professional relationships!

Develop a mutually beneficial network in UWA that can provide support and help for managers to share tips and best practices.

- What is and what is not networking?
- What does internal networking look like?
- Why engage in internal networking?
- Internal Networking vs. External Networking
- Myths around informal networks
- How to create a networking spiel

Reflection

“The successful networkers I know continually put the other person’s needs ahead of their own.”

Bob Burg
(Co-author of The Go-Giver)
Create Your Internal Networking Spiel

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<td><strong>What is your link to the person you are calling?</strong></td>
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<td><strong>How are you connected?</strong></td>
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<td><strong>Tip:</strong> Use UWA Staff Directory or LinkedIn to research their background so you know who you are talking to</td>
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<td><strong>This is the one line or 5 second sound-bite that summarises who you are.</strong></td>
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<td><strong>Tip:</strong> Tell an anecdote and tell a short motivation story to explain your motivation for doing what you do.</td>
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