

Women in Conservation Leadership

Building and Sustaining a Professional Network

March 19, 2020



**WOMEN IN CONSERVATION
LEADERSHIP™**

Welcome!



Kyra Butler

Webinar Host

Client Experience Associate,
The Nebo Company

How to participate in the webinar today

1. We will keep participants on “Mute” during the webinar

2. Participate by answering the “Polling” pop up on your screen

- Opportunity to select a multi-choice answer and share with the group.

3. Share your answers and questions in “Chat”

- When prompted by Nancy for ideas, please contribute your answers in the “Chat” function. Use drop down “to everyone” so all participants can see responses.
- We will save time at the end for Q&A. You can post your questions in “Chat.”

4. Troubleshooting

- For help at anytime during the webinar, please email Elizabeth Lillard at LillardE@nwf.org



WOMEN IN CONSERVATION LEADERSHIP™



Elizabeth Lillard

Women in Conservation Leadership
Program Director,
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Nancy Lamberton

Webinar Facilitator

Facilitator & Executive Leadership
Coach,
The Nebo Company

Quick Centering Practice

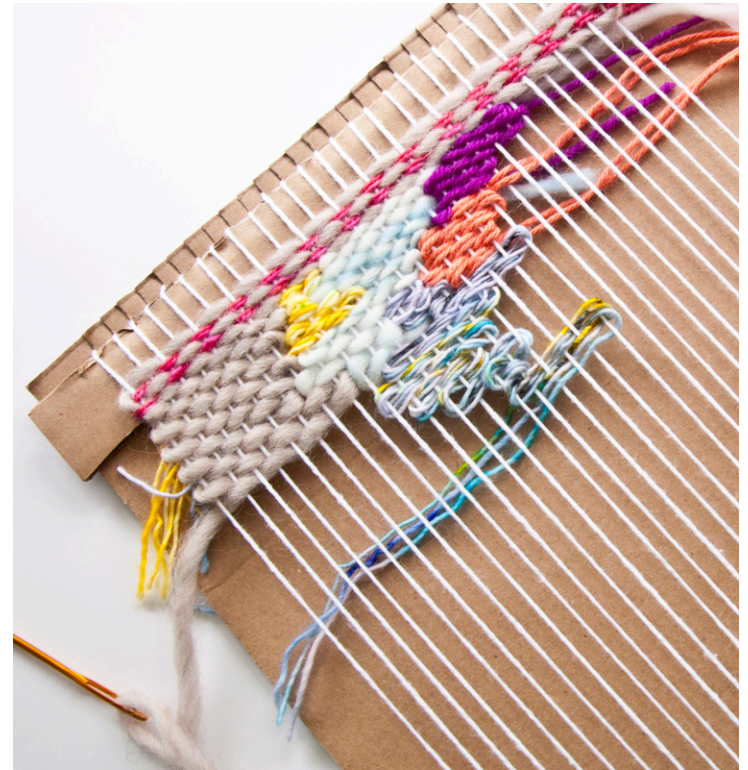
- Inhale, uplift through your spine.
- Think of someone/something that brings a smile to you.
- Long exhale down your front, softening (but not collapsing) your chest.
- Expand your personal space around you in all directions, filling the room.
- Settle and notice the space around you.

Wendy Palmer, Leadership Embodiment



Weaving Connection in Times of Social Distancing

Especially in challenging times, it is critical that leaders have a network – that is diverse, select and reliable -- to tap into.



Agenda

- Establish a new mindset: networks as leverage for leaders
- Understand the strength of your network and its gaps
- Discover steps to foster and sustain your network

A photograph of a business meeting around a wooden table. Several people in business attire are visible, with their hands reaching towards large, interlocking puzzle pieces on the table. The puzzle pieces are in shades of blue and teal. A semi-transparent blue banner is overlaid at the top of the image.

Poll: What statement best describes your mindset around networking?

Choose your answer in Polling

Many people hesitate to network. Why?



Use “Chat” to answer

Common Misconceptions about Networking

- Takes too much time to foster and sustain connections
- It means asking for favors, which is uncomfortable
- Building networks is insincere and manipulative
- Need to be outgoing to be good at networking
- Best to nurture relationships with only the powerful, well-connected
- It's not real work



Reflection

What holds you back from networking and building connection?

Networking has greater significance now due to:

The impact of
the internet

Our personal and professional lives have bigger and broader contexts.

Career mobility

Our networks are essential to delivering on our professional development and advancement strategies.

Globalization

Leadership and Networks

Successful leaders build connection with a select, diverse group of people and then leverage those relationships in a mutually beneficial way to achieve better outcomes and enhance well-being.



A New Mindset About Networking

Networking is helping people

Our networks give us the opportunity to connect and share with others for mutual benefit

Reciprocity is at the heart of good networking

Be purposeful about building your networks

Identify your needs and desired outcomes



Analyze your current network

Limit energy-sapping connections

Diversity by filling gaps in your network

Capitalize by using contacts effectively

Discover your connections

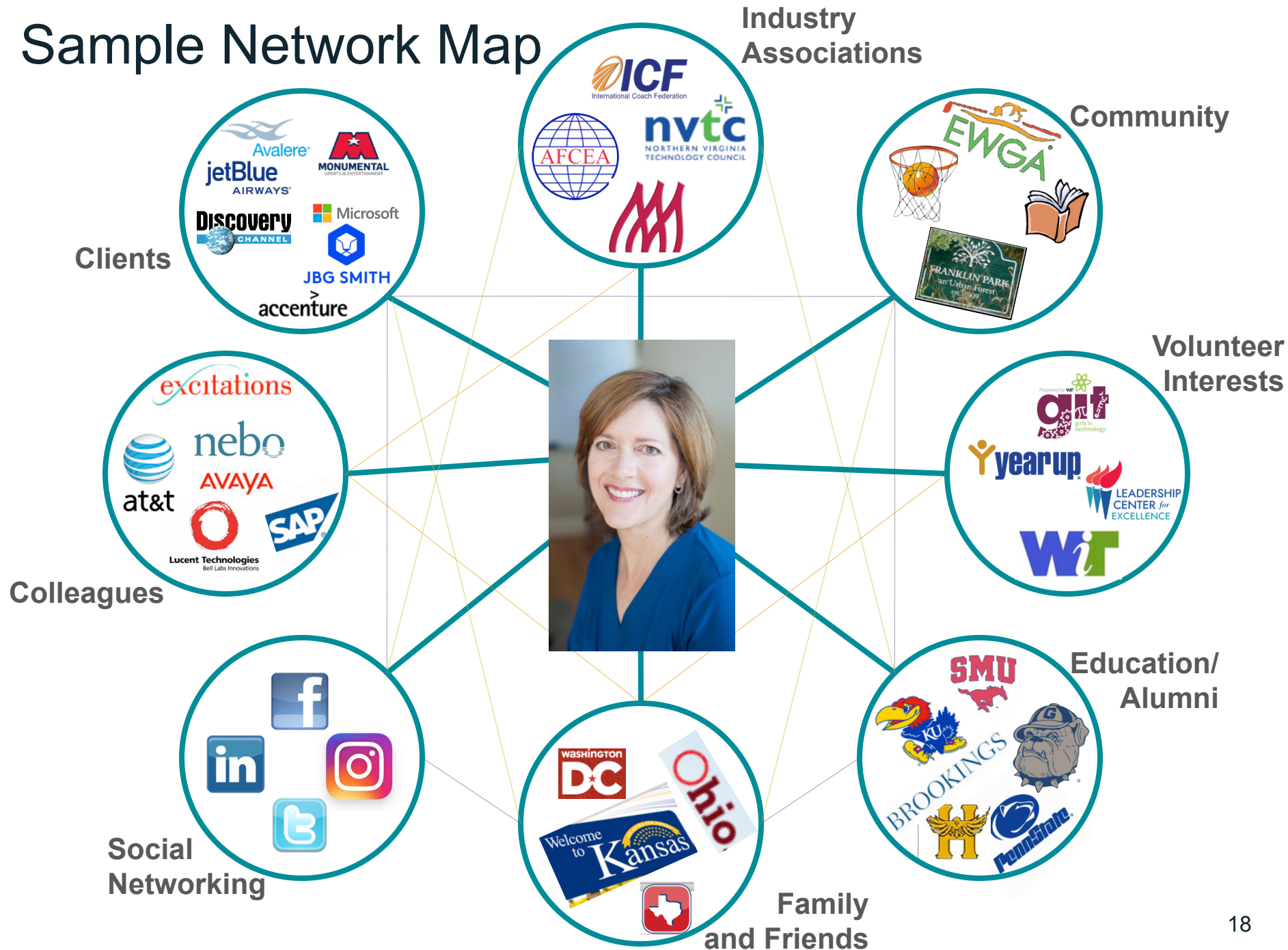
Most of us naturally seek connection
– who are yours?

What support or resources do you
need? Who can provide assistance?

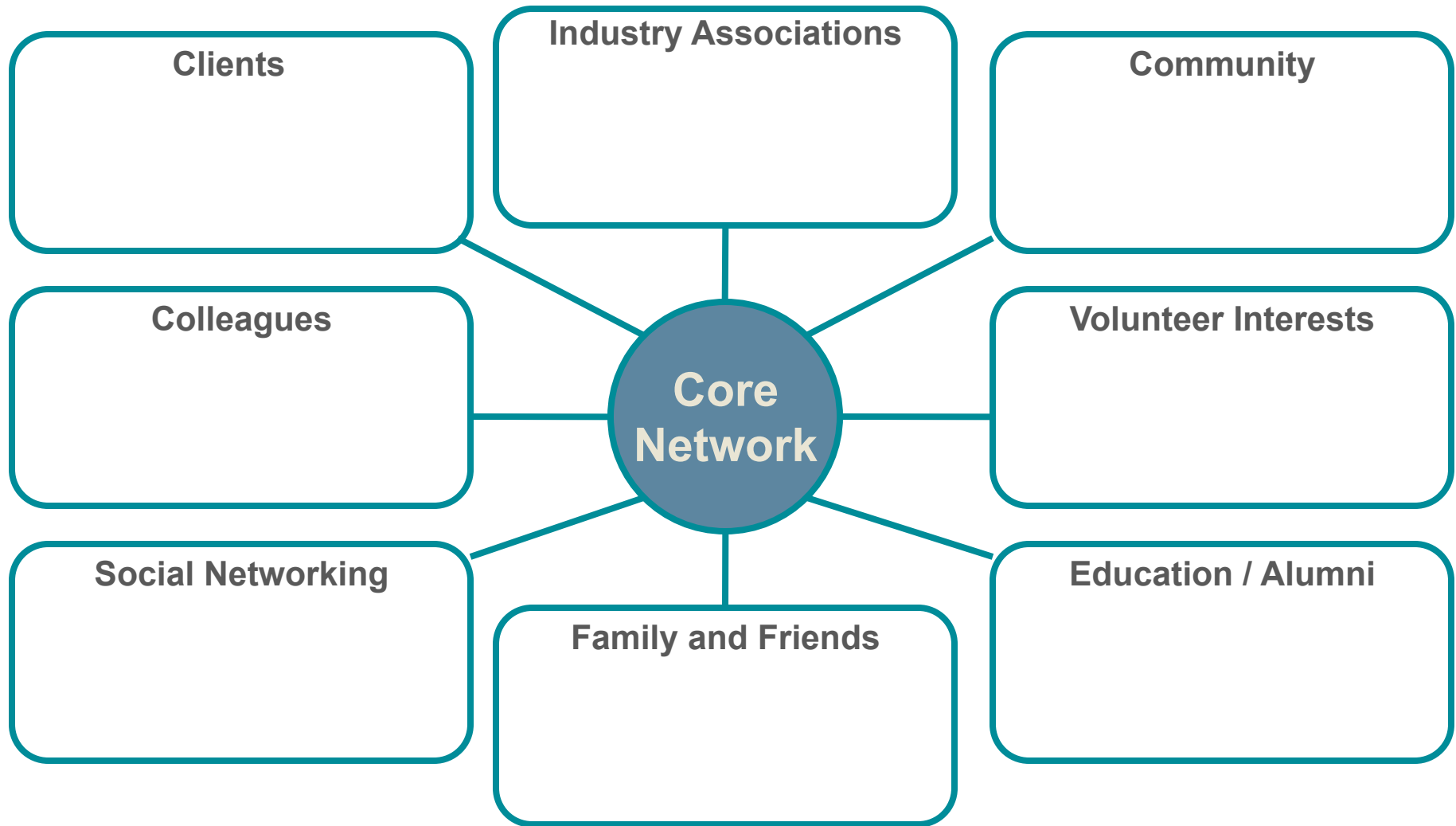
What can you contribute to others?

Strong networks
increase your ability
to make things
happen for yourself
and others

Sample Network Map



Exercise: Identify Your Networks



Bigger is not necessarily better

Leaders, who consistently rank in the top 20% of their organizations in both performance and well-being, have diverse but select networks

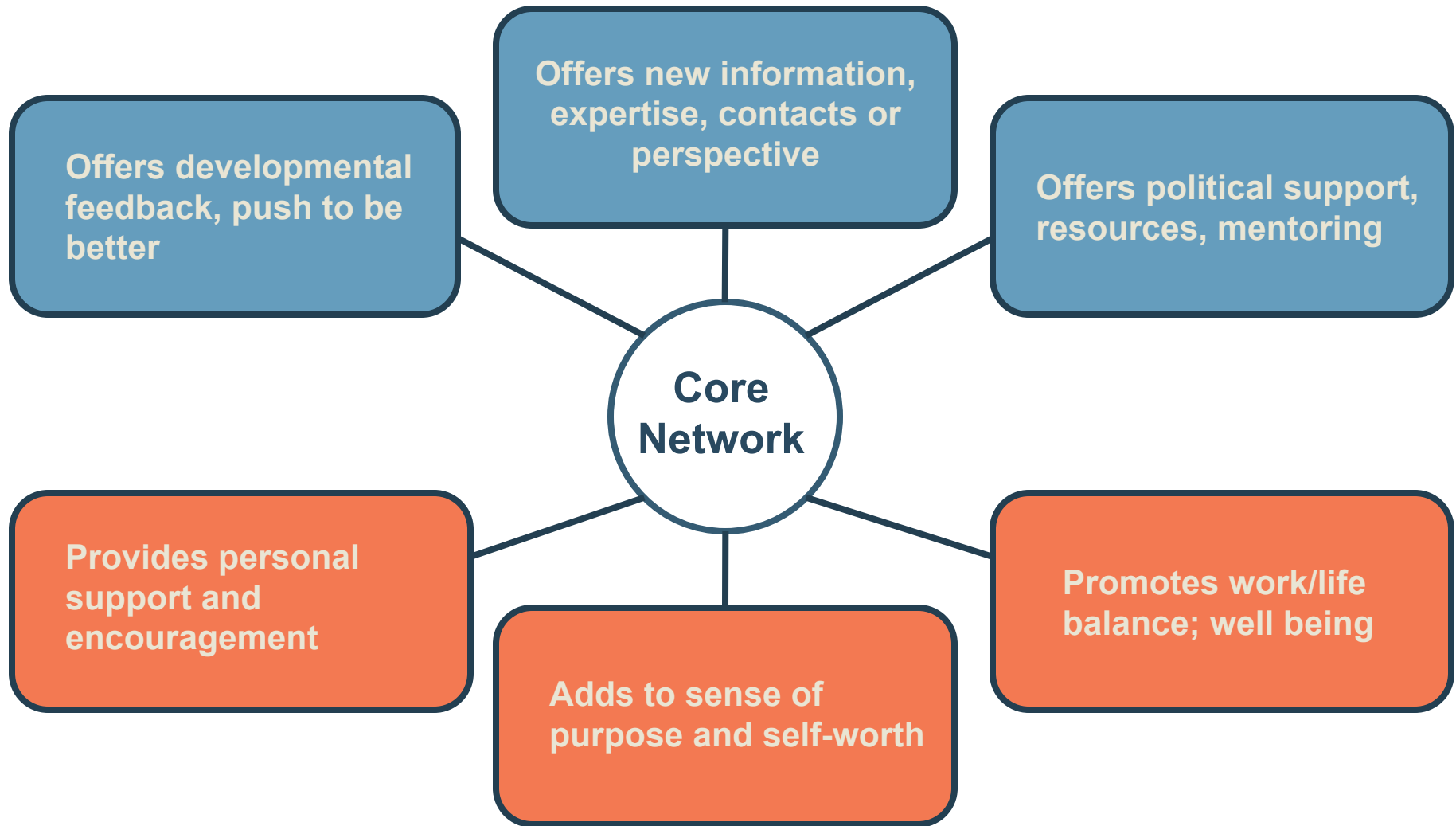
Source: “A Smarter Way to Network,” Cross and Thomas, *HBR* (Jul-Aug 2011)

A photograph of a business meeting around a wooden table. Several people in business attire are visible, with their hands reaching towards large, interlocking puzzle pieces on the table. The puzzle pieces are in shades of blue and green. A semi-transparent blue banner is overlaid at the top of the image.

Poll: What is the typical size of an effective core network?

Choose your answer in Polling

Who should be in your core network?



Evaluating the Strength of Your Network

Choose the **Strongest** and the **Weakest** aspect of your network in providing the following support:

- ☐ Advocacy
- ☐ New ideas, innovation and inspiration
- ☐ My well-being
- ☐ Introductions to new contacts
- ☐ My career aspirations
- ☐ An outside perspective
- ☐ A sense of purpose
- ☐ Encouragement
- ☐ Constructive feedback, challenge
- ☐ My growth and development as a leader of a nursing college

A group of business professionals in a meeting room are gathered around a wooden table. They are holding and placing large, colorful puzzle pieces (blue, teal, and green) that form a network-like shape. The scene is overlaid with a semi-transparent blue banner containing text.

Poll: What is the strongest aspect of your core network?

Choose your answer in Polling

A group of business professionals in a meeting room are gathered around a wooden table. They are holding and placing large, interlocking puzzle pieces that form a circular shape. The puzzle pieces are in shades of blue and green. The scene is viewed from above, showing the hands of the participants as they work with the puzzle pieces.

Poll: What is the weakest aspect of your core network?

Choose your answer in Polling

What has worked for you in making connections?



Use “Chat” to answer

Tips for Building Connection and Your Network

- Actively seek connections to fill gaps in core network
- Be authentic
- Ask for introductions
- Let people know what you need; make requests
- Follow up on commitments
- Ask how you can help or reciprocate
- Show appreciation



Leveraging Your Network

- What is one important thing that you want to accomplish, where you could use support or resources?
- Consider your current network:
 - Who might be of assistance?
 - If no one comes to mind, who might provide a connection outside of your network?
- How might you use the Women In Conservation Leadership network for support or resources in this endeavor?

Sustain your network and keep your connections alive

- Be intentional in making time for your core network
- Edit your networks – limit contact with people who sap your energy and distract from your goals
- Find ways to reciprocate
- Be a connector



Nurturing your connections provides mutual support, inspiration, learning and enjoyment!

Set an Intention

What can you do to nurture your connections during this time of social distancing?

Use “Chat” to answer

Raft Up!

*There's safety in numbers. (Virtual, digital connection)
Resilience, too.*

Not to mention inspiration and mutual support.

Go start a group.

Find the others.

Learn together. Meet regularly.

If you start the group, you won't be left out...

Seth's Blog by Seth Godin (3/18/20)

What questions do you have?



Use “Chat” to answer

You're Invited! Nebo's New Webinar Series

Designed for leaders – from team leaders to senior executives – Nebo is offering four complimentary 45-minute webinars over the next few weeks. Join us for one or all of the webinars!

Smart Strategies for the Virtual Workplace

- Webinar 1: Social Distance, Emotional Connection – March 27th
- Webinar 2: Scaffolding the New Virtual Workplace – April 3rd
- Webinar 3: Chief Resilience Officer (You) – April 24th
- Webinar 4: Insider's Guide to Leading in Uncertain Times – May 8th

Go to nebocompany.com/virtual to register

Recommended Readings

- “A Smarter Way to Network,” *Harvard Business Review*, Rob Cross and Rob Thomas (July-August 2011)
- “How Leaders Create and Use Networks,” *Harvard Business Review*, by Herminia Ibarra and Mark Hunter (January 2007)
- “Beyond the Myth of the Perfect Mentor: Building a Network of Developmental Relationships,” *Harvard Business School Class Discussion*, Linda Hill and Nancy Kamprath (1998)
- Great Connections: Small Talk and Networking for Business People, Anne Baber (1992)
- Through the Labyrinth: The Truth about How Women Become Leaders, Alice H. Eagly and Linda L. Carli (2007)
- Dare to Lead, Brene’ Brown (2018)

Thank you!

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