

# Power Networking and Building a Strong Support Community



**Career Success Training Program**  
*Presented by*  
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# *Learning Objectives & Agenda*

2

- 1. Why You Need Others to Support Your Success**
- 2. Mentorship and Sponsorship**
- 3. How to Build A Power Network and Taking Women With You**
- 4. 7 Requirements for True Collaboration**
- 5. 7 Strategies for Building a Network that Nourishes You**
- 6. How to Discern Bad Help from Good**
- 7. Your Breakthrough Steps to Building a Powerful Support Community**



# Why We Need Others

3

## **Why We Isolate:**

- We don't like our work or who we are when we're at work
- We feel lost or confused
- We don't know how to ask for help
- We don't feel valued and respected
- We're not sure what we're good at

## **The right kind of empowered support from others helps us:**

- Spread the word about our work
- See and correct our blind spots
- Open doors and create new pathways
- Offer critical feedback and counsel
- Bolster us when we're down
- See what we're fully capable of

## *Essential Career Building Tips*

4

- **Be great at what you do**
- **Use your talents, passions and gifts**
  - **Ask for more responsibility**
    - **Don't be a wallflower**
  - **Foster the success of others**
  - **Build your support network**

# Building Your Power Network

5

## **Women's expansion of power networks**

“Women must actively develop their personal and professional networks, finding mentors and sponsors on their way up and developing protégés once they've arrived.

Developing an informal network of one's own, both inside and outside of your company, provides a forum for sharing opportunities and can serve as a valuable sounding board for career advice.”

-- *Diane Schumaker-Krieg, Global Head of Research, Economics and Strategy at Wells Fargo, named one of the most powerful women in the financial services industry*

(From [How To Build a Power Network That Fosters Your Success](#))

# *Your Success Depends On It!*

6

## ***What will you get from greater connection, support and collaboration?***

- New ways to grow/succeed
- Powerful support and help
  - Greater exposure
- Important constructive feedback
  - More engagement/excitement
- Outcomes that serve you and others
- Greater sense of meaning and purpose
- A mission and vision bigger than you

# Mentorship and Sponsorship

7

## **Mentor vs. Sponsor –**

**Both provide guidance, advice, support. Sponsor also has influence and clout to open doors.**

### **How to Find:**

- 1. Ask yourself what you want in a mentor or sponsor.**
- 2. Check your employer's human resources department for mentoring program.**
- 3. Look in and outside the office.**
- 4. Do an [Advanced People Search](#) on LinkedIn.**

# Mentorship and Sponsorship

8

- 5. Consider a mentor younger than you.**
- 6. Practice your “Why Me” speech.**
- 7. Steer clear of the formal request.** Start by simply asking for advice on one action or problem.
- 8. Show them how to help.**
- 9. Make it fun.**
- 10. Do something for them.**
- 11. Be a mentor.**
- 12. Listen and be open.**

(From [\*How to Find a Mentor\*](#) by Kerry Hannon, Forbes)



## *Be a Great Mentee*

9

### **Key behaviors for a mentee or advisee:**

- **Contribute at the highest level possible**
- **Be trustworthy and reliable**
- **Strive for exceptional leadership and managerial excellence**
- **Promote values that are in alignment with your mentor/sponsor and their brand**
- **Provide something important that your sponsor may lack**

# *7 Requirements of True Collaboration*

10

- 1. Emotional Vulnerability** – You feel safe
- 2. Valued** – You feel you and your ideas have value
- 3. Power** – Participants feel they have equal power in the relationship
- 4. Truth** – You are able to be authentic, transparent and honest
- 5. Empathic listening** – You walk in each others' shoes
- 6. Engagement** – You believe something meaningful will emerge from your relationship
- 7. Respect** – Your requests/ideas are honored

# 7 Strategies for Building a Network That Nourishes You

11

- 1. Step up your accountability**
- 2. Surround yourself with caring, generous, brilliant people**
- 3. Be of service to your supporters – be *other-focused* as well as focused on your growth**
- 4. Speak up openly and boldly about your new work**
- 5. Be brave and ask for critique**
- 6. Don't be stingy – share what you know and help others**
- 7. Foster trust**

## *Step #1: Accountability*

12

- **Make this your responsibility**
- **Believe in your own power and capabilities**
- **Understand how community can shift your success**
- **Use connection as a way to energize you**
- **Don't let your introversion or shyness hold you back**

## *Step #2: Find Caring, Generous People*

13

- **Be discerning about who is in your community**
  - **Align with like-spirited people**
  - **Find role models who inspire you**
- **Connect with people you admire and respect**
  - **Build your “tribe”**

## *Step #3: Be of Service To Your Supporters*

14

- **Brainstorm how you can be of help**
  - **Share your knowledge and skills**
- **Offer them a pair of kind, listening ears**
  - **Reciprocate meaningfully**

## *Step #4: Speak Up Boldly and Confidently*

15

- **Develop your own powerful personal brand**
- **Articulate powerfully your skills, talents and contributions**
  - **Share your new ideas bravely**
- **Stand up for yourself and for others**
  - **Build buzz for your ideas**
  - **Don't launch into a vacuum**

## *Step #5: Be Brave and Ask for Critique*

16

Ask your 5-10 most respected and relied-upon supporters to share what they think – about ways you can improve how you're working and operating

### **Ask for critique on:**

- communication style
  - relationship skills
- your personal presence and public image
  - reputation
- business/career planning approaches



## *Step #6: Share What You Know*

17

### **Don't be stingy – share what you know**

- Who can use your help and advice today?
- Where are you acting out of “scarcity fears”
- Who can you serve as a mentor , sponsor or adviser?

## *Step #7: Foster Trust*

18

### **Foster trust**

- Honor your integrity
  - Don't blame
- Say what needs to be said and hear what needs to be heard – but with care.
  - Remember – your words and actions have serious repercussions.
    - Be impeccable with your word.

Read *The Four Agreements*, by Don Miguel Ruiz

## *When “Good” Advice is Bad*

19

- The advice doesn't “feel” right when you hear it – it leaves you with a sinking feeling
- The adviser doesn't act respectful or treat you as an equal
- The adviser makes demands that seem unreasonable
- You don't believe in your heart that what they're telling you will really work
- The actions/outcomes lead you to pursuing a direction that isn't authentic to you
- You aren't proud of what you're creating or doing when following their advice

# *Your Breakthrough Step for Building Support*

20

- **Build your online, digital presence**
- **Strengthen your in-person connections**
- **Find a mentor(s) and a sponsor**
- **Attend new industry and association meetings**
- **Invite favorite colleagues to lunch/coffee/drinks**
- **Use LinkedIn fully – endorse, recommend, connect with others, join Groups, participate in discussions, share your insights and links to articles**
- **Develop your thought leadership (blog, article, workshop)**
- **Tell your supporters what you're looking for and what you need (Ask, "Do you know anyone who would be helpful to speak with?")**
- **Reciprocate generously**
- **Take other women with you as you climb and grow**

# Let's Create Change!

21

- **STEP BACK** – What is your situation telling you?
- **LET GO** – What thinking and actions might be keeping you stuck?
- **SAY YES!** – What are your compelling visions around stronger supportive relationships (what does it look like?)
- **EXPLORE IT** – Try on new directions
- **CREATE IT** – Create 3 S.M.A.R.T. short-term goals to build your network and improve your connection/collaboration

# Breakthrough Takeaways

22

- ❖ What is true connection and collaboration and how do you know you have it?
- ❖ What is holding you back most from achieving it?
- ❖ What are you committed to creating, starting today?
- ❖ What can you let go of today that will allow you to say “YES” to yourself?
- ❖ What concrete action will you take this month to create your breakthrough?
- ❖ Where will you find empowered support?

**Your breakthrough to greater support and collaboration is here!**

*For more info, contact:*

23

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**Take Kathy's *FREE Career Path Self-Assessment* for  
more clarity and insight**

<http://www.elliacommunications.com/free-assessment>

# Resources Mentioned

24

## **Resources**

**[Career Path Self-Assessment](#)**  
**[LinkedIn Primer](#)**

## **Forbes posts:**

**[How to Find a Mentor](#)**, Kerry Hannon

**[How To Build a Power Network that Fosters Your \(And Other Women's Success\)](#)**

**[How to Find Great Supporters Who Will Nurture Your Growth](#)**  
**[Successful People: The 8 Self-Limiting Behaviors They Avoid](#)**

## **Books:**

***The Four Agreements***, by Don Miguel Ruiz

***Brag: The Art of Tooting Your Own Horn Without Blowing It***, Peggy Klaus

***Give and Take***, by Adam Grant