



National Association of
Development Organizations

2011 Annual Training Conference

Policy Officials Learning Lab

*Using Your Networks to
Create Partnerships & Get Results*

Dr. Monica Scamardo

monica@variateconsulting.com

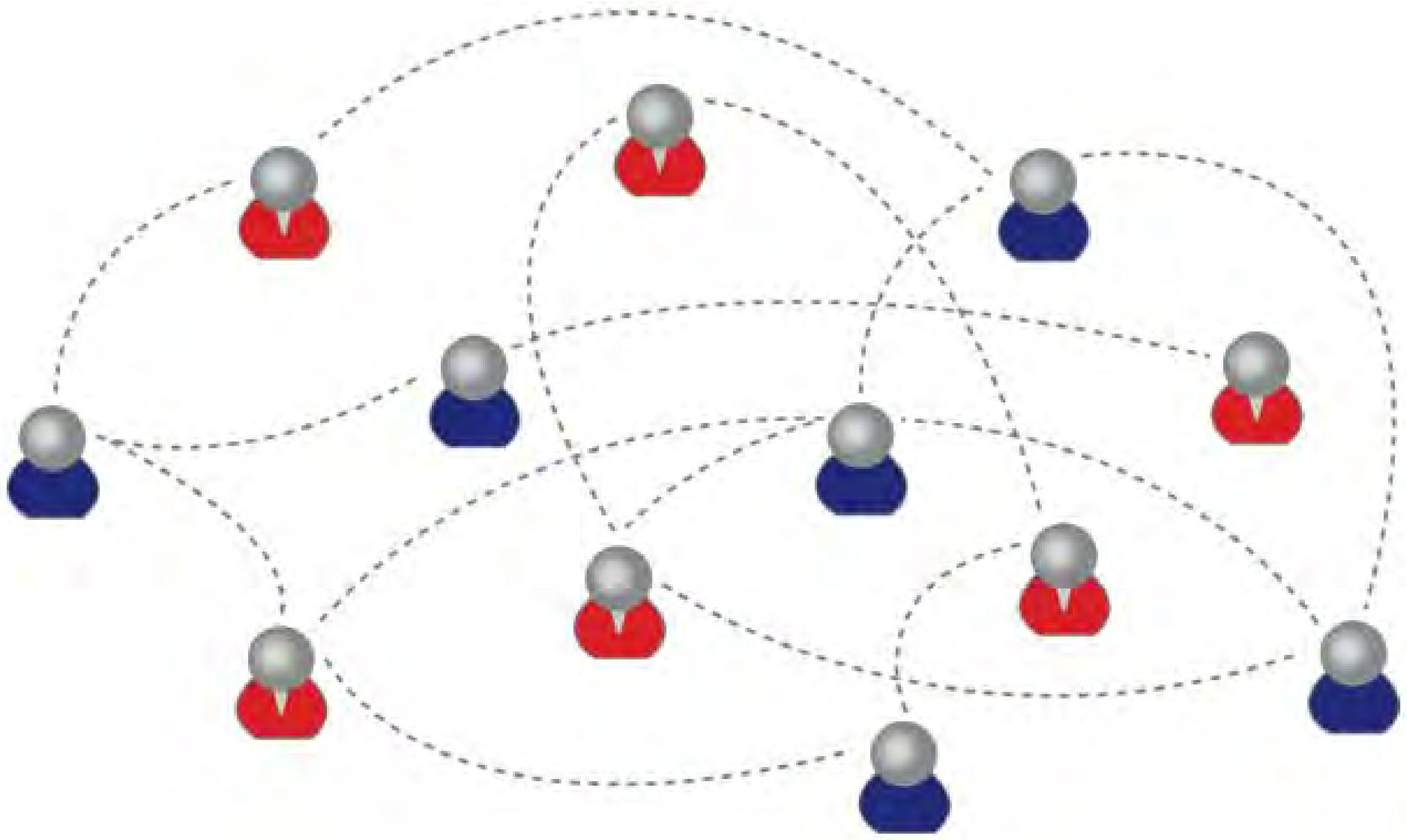


Relationships & Networks

In your role as a policy official who is key for you to have a relationship with?



Who is key for you to have a relationship with but you don't?



Who are the individuals in your network?

Mistakes in Networks

- Too formal
- Too many
- Too safe
- Too biased
- Too superficial
- Too inconsistent





Successful Networks

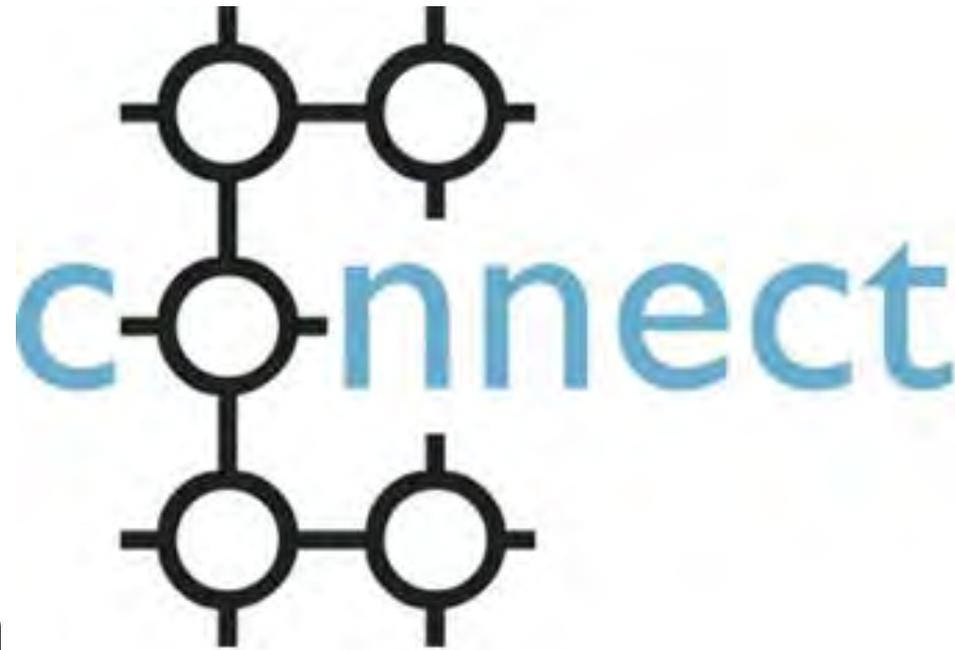
Support & challenge

Help to gain influence

Broaden your expertise

Learn new skills

Find purpose & balance



- Information
- Political Support & Influence
- Personal Development
- Personal Support & Energy
- Sense of Purpose or Worth
- Work/Life Balance

4 Steps to Building a Better Network

Analyze

Identify the people in your network and what you get out of interacting with them

De-layer

Make some hard decisions to back away from redundant and energy-sapping relationships

Diversify

Build your network out with the right kind of people: energizers who will help you achieve your goals

Capitalize

Make sure you're using your contacts as effectively as you can

Step 1: Analyze Your Network



Where are they located?

What are the benefits of your interactions?

How energizing are those interactions?

Now, Classify Them by Benefits

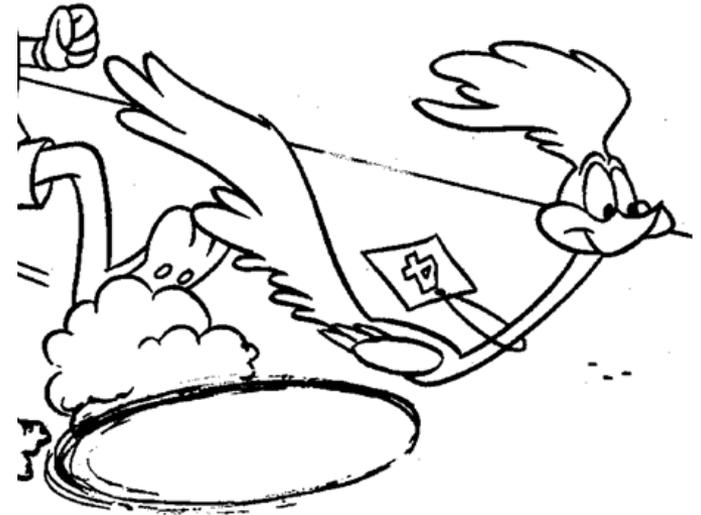
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Step #2: De-Layer

- Who saps your energy?
- Who promotes unhealthy behavior?

Move Away From Them

- Reshape your role to avoid them
- Give less time to them
- Change their behavior
- Reframe your understanding of them



Step #3: Diversify

- Connect your network to your personal & professional goals
- Who could fill the gaps?
- What 3 business results do you want to achieve in the next 12 months & who could help you with them?



Step #4: Capitalize

Could you get more out of some relationships if you put more energy into them?



Are there people you rely on in one area that could fill a need in another?



Innovation should be
anything but
business as usual.

Your network
shouldn't be any
different.

Dr. Monica Scamardo
monica@variateconsulting.com
512.914.6484