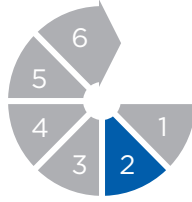




BUILD RELATIONSHIPS



IMPOWER

Savvy Relationships: Expanding Your Influence and Increasing Your Impact

Relationship Builders use their networks to collaborate and influence successfully to drive results

Strategic Relationships

Explore how to build and cultivate at ALL levels in the organization

Sphere of Influence

Use interpersonal savvy to increase your influence

Leverage Mentors

Deepen insights, address opportunities, develop a plan of action



Developing your Learning Agility Around Building Relationships

Great mentors and “strategic alliances” are closer than you think...IF you have the attitude and openness to recognize and build developmental relationships.

Focus:

- Look to LEARN!
- Be Curious
- Leverage your Network

5%

of the people in your organization hold 30% of the relationships

“It’s not WHAT you know, it’s who KNOWS you know.”

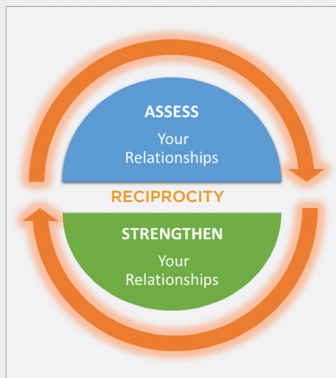
—Jean Otte, Founder, WOMEN Unlimited

BUILD STRATEGIC RELATIONSHIPS

1. Senior Leaders
2. Peers
3. Immediate Manager
4. Talented managers in OTHER functions
5. People with similar jobs in different industries
6. Master “networkers”
7. People who THINK differently than you

“The Strength of your Influence is dependent on the Strength of your Relationships!”

A SIMPLE MODEL FOR INFLUENCE



- Assess your Relationships
- Leverage Reciprocity
- Strengthen your Relationships

BUILDING YOUR SPHERE OF INFLUENCE REQUIRES STRONG RELATIONSHIPS

- How does your CURRENT Network support your Career Vision and Goals?
- **Strategic Alliances:** A professional network that is the result of intentional and strategic design.

STRONG NETWORKS GIVE YOU ACCESS TO*

- Information, Advice & Ideas
- Skills & Resources
- Position Opportunities

SUCCESS STRATEGIES

- Be intentional
- Identify “what” then “who”
- Ask for SPECIFIC coaching, advice, feedback, ideas
- Expect reciprocity: look to learn and add value
- Increase your influence through positive interactions

*Source: Harvard Business Review

YOUR PERSONAL BOARD OF DIRECTORS

- Create a diverse board
- Invest in your board
- Look for new members