



Build Relationships

Session 3: Owning Your Career and the Power of Relationships

Key Topics :

- Setting direction and intention for growth.
- Best practices to intentionally build developmental relationships for career sustainability.
- Prepare for effective mentoring relationships.

Owning Your Career: Begins with knowing what you WANT

FOCUS

Where do you want to go?
Your Career Vision
Your Strategic Leadership Focus

AWARENESS

What behaviors are helping you?
Hindering you?



Leadership Style / Approach

Task
Oriented
Style

RESULTS



Relationship
Oriented
Style

PEOPLE

Leadership is about WHAT you Do and HOW you Do It

- How has your leadership style/approach enabled you to be successful **thus far** in your career?
- *What insights can you gain from your 360 Feedback on your leadership style? What key messages did you hear regarding your approach / impact?*
- How might your leadership style/approach be inhibiting you today? As you move to the next level?



Mentoring is about turning learning into leadership.

Your mentor relationship is an interactive, active learning process. This active learning process implies acting on something (such as your development plan), affecting something, altering something . . . mentoring is no simple action. The mentor relationship is limited only by the imagination and creativity of the Mentor and Mentee.

“Women’s Mentoring Wisdom” Research

Crucial Behaviors for Success: **INTENTIONAL**

Focus / Preparation

- What is your focus for development? What is your short and long term focus for your leadership / career advancement?
- Have you identified a Strategic Leadership Focus and Goals that will help you achieve your career vision?
- How committed are you to your OWN development?

Leverage Feedback – Power of Reflection and Action

- Are you willing to ask for and accept feedback on your growth opportunities, AND the effectiveness of your mentoring relationship?
- Are you open to considering a different perspective?
- Do you review, evaluate, share, and journal insights and questions from development conversations?
- Do you seek out opportunities to “turn learning into leadership?” Do you apply / share insights and demonstrate capabilities and expertise in your organization?

Relationship Building – Power of Perspective

- Do you invest time in building and nurturing relationships at all levels?
- Do you have a robust business network? How does it help broaden your strategic perspective and achieve your goals?



Potential Challenges:

- Being Open: Having a Growth (vs “fixed”) Mindset
- Knowing how to ASK for / Leverage Feedback and Insights
- Seeing the Value of my Mentor’s Perspective
- Focus: Not sure Where to Start
- Time!
- Willingness to be really Honest about Work / Life Challenges

Feedback strikes at the tension between two human needs: the need to learn and grow, and the need to be accepted just the way you are.

Being open to feedback requires a growth mindset.

Source: *Learning Leadership*,

YOU Own your Mentor Relationships

- Be INTENTIONAL: Determine what you want and need
- Your IDP sets the initial direction and focus
- Look for your mentors to support and challenge you
- Initiate meetings, minimum monthly
- Prepare: Agenda, Questions, Reflections, Goals
- Solicit feedback on your behaviors/ style
- Continually assess progress
- **Most Important... Have fun!**

