

Network Analysis Presentation Career Development Action Planning

Development Network Analysis:

- a. **Size** - Do you have too few developers to help you reach your goals? Should you enlist more people? Or, do you have too many and need to manage those relationships more effectively?
- b. **Diversity** - Consider the people you have in each category, how similar or different are they in terms of experience, expertise or function, background, etc.?
- c. **Density** - Draw lines between people who know each other in your network. Is your network very closed (does everyone know each other?) or is it open?
- d. **Strength of Connections** - As you look at your map, are all your developers in one area of your map, or do you have a spread of developers?
- e. **Connections to Power and Influence** - As you look at your map, how many people would you characterize as influential and/or well-connected?

Based on the information from today's session and the data you prepared in your Mapping exercise, spend a few minutes responding to the following questions which will be used to complete your action plan:

Career Development Goal:

- 1a. Note your professional goals, one year out, where do you want to be? OR
- 1b. Identify an opportunity or leadership challenge that you would like to pursue going forward. This does not have to be a 'new job' or position; it could be taking a new challenge, changing the scope of what you are currently doing, improving your leadership skills, partnering with others on a new initiative, etc.

Career Development Action Planning Purpose:

- Help you enhance (extend and/or strengthen) your network relative to major challenges/opportunities you will face in the next 1-3 years.
- Help you develop a relationship building strategy that will work for you
- Help you develop a specific plan to pursue over the next 3-6 months
- Create an accountability mechanism

2. Given what you are trying to accomplish, how will your current network help you achieve your goal? (Be specific about individuals and how they can help.)

3. What type of help is missing your current career developmental network?

4. How can you leverage your current network to meet people that could be helpful to you?

5. What specific actions will you take to get things started? Please specify how you will initiate contact and/or enhance ONE or TWO relationships. It is best to start with one or two relationships that you think will substantially enrich your network and support your leadership goals. Then check in with your accountability partner to reflect on how your action plan is working.

Relationship 1:	
<u>Actions:</u>	<u>Completed by:</u>
Relationship 2:	
<u>Actions:</u>	<u>Completed by:</u>
<u>Check-in with your Accountability Partner:</u>	<u>Completed by:</u>