



CAREERDESIGNCIRCLE.COM

Career Boardroom

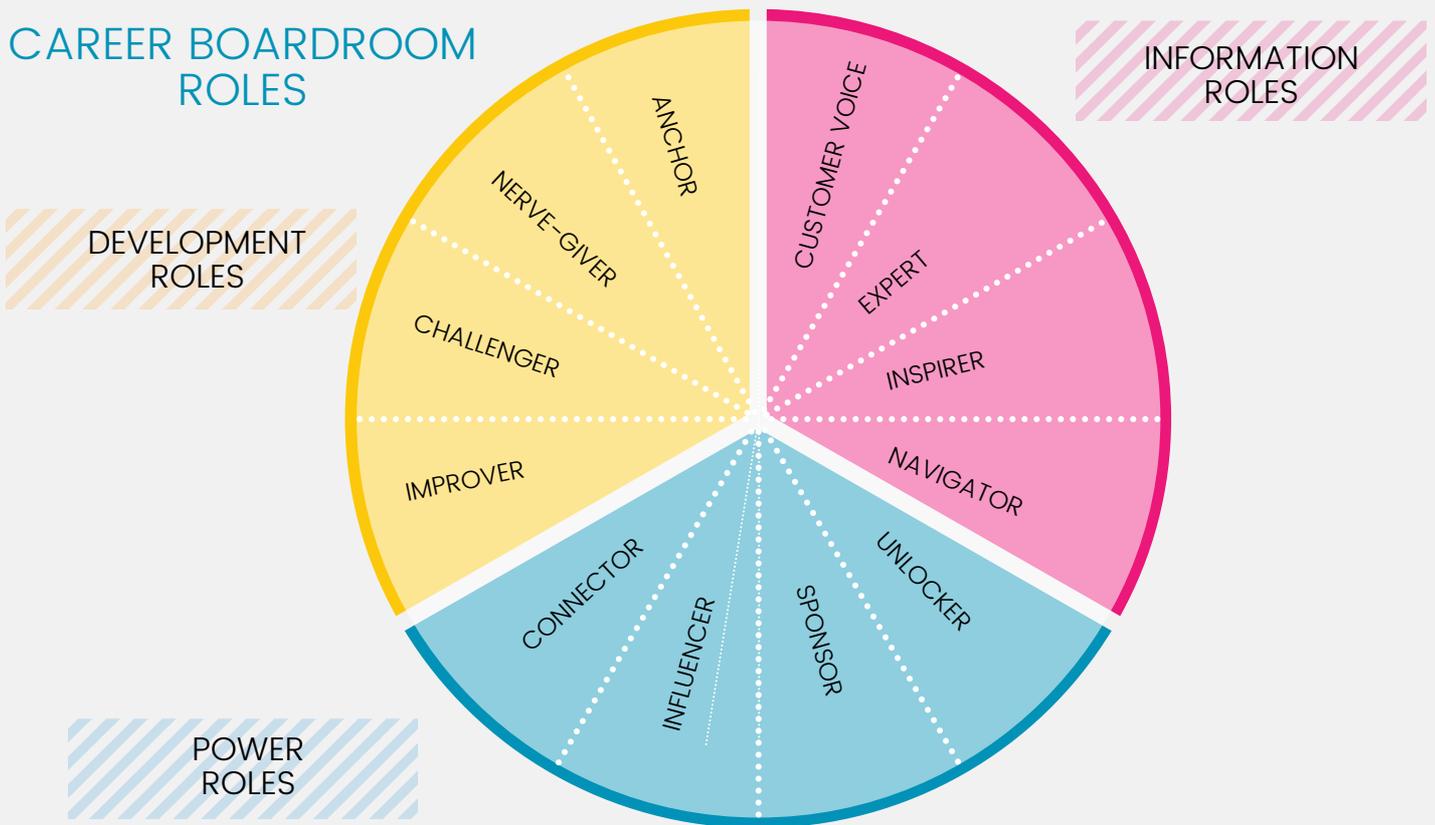
Networking is a lot like nutrition and fitness: we know what to do, the hard part is making it a top priority.

Herminia Ibarra

COACHING WORKBOOK

The [research](#) shows that people at the top of the performance distribution cultivate a small group of high-quality relationships that span physical and hierarchical levels.

CAREER BOARDROOM ROLES



INFORMATION ROLES

CUSTOMER VOICE

Someone who helps you understand markets, customers and business opportunities

EXPERT

Someone who gives advice based on their sector or challenge-specific expertise

INSPIRER

Someone who inspires new ideas and brings fresh thinking

NAVIGATOR

Someone who can tell you who you need to know and who does what

POWER ROLES

UNLOCKER

Someone who provides access to resources (e.g. money, data, people's time)

SPONSOR

Someone who speaks out to endorse you and your ideas to senior or important people

INFLUENCER

Someone who works behind the scenes to win support and helps you get things done

CONNECTOR

Someone who makes introductions and connects you with people who can help you

DEVELOPMENT ROLES

IMPROVER

Someone who gives candid, constructive feedback on your performance and development

CHALLENGER

Someone who challenges your decisions and thinking and helps you see your errors and blind spots

NERVE-GIVER

Someone who strengthens your resolve at difficult times and gives you a sense of purpose

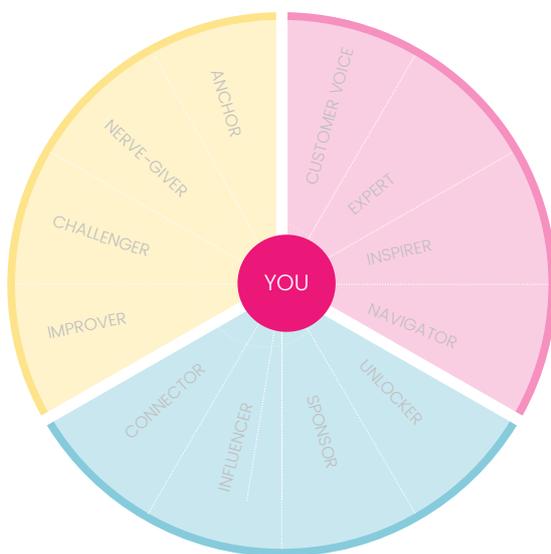
ANCHOR

Someone who keeps you grounded and holds you to account for the balance between your work and the rest of your life

1. DEFINE YOUR CAREER GOAL

What do you want the people in your Career Boardroom to help you achieve?

2. MAP YOUR SUPPORT SYSTEM



- What are the strengths & weaknesses?
- How strong/frequent are your ties?
- How diverse is your network?

3. FILL THE GAPS

1. Generate a long list of potential candidates:

- **SHOULD:** Obvious strong ties: boss, sponsor, mentor, direct reports, etc
- **COULD:** Less obvious weak ties: former colleagues, stakeholders, people outside your industry/company.
- **MIGHT:** Dial up your ambition and widen the list.

2. Kick off conversations. Causes of motivation to support you could be:

- **CAUSE:** they will help you because of the cause and purpose you create. They are excited by your vision and want to be part of making it happen.
- **CHALLENGE:** they will help you because they relate to the challenge you have set to yourself (ex, new manager; new venture) or they will benefit from your success.
- **YOU:** they will help you because it's you who is asking.

3. Reflect and learn; adopt iterative approach.

ADDITIONAL RESOURCES



READ

ARTICLE



What to Do When Your Boss Won't Advocate for You

A boss who doesn't advocate for you can stunt your growth and block your career opportunities. And you

What to do when your boss won't advocate for you? by Nicolas Pearce, Harvard Business Review

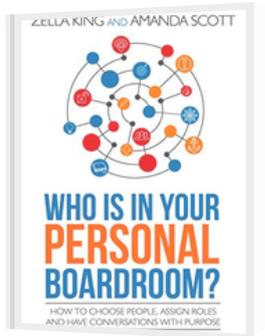
ARTICLE



How to Diversify Your Professional Network

Recent research supports the notion that people who are connected across heterogeneous groups, and who have more-diverse contacts, come up with more...

How to Diversify Your Professional Network by Amy Nuiokas, Harvard Business Review



WHO IS IN YOUR PERSONAL BOARDROOM?

by Zella King and Amanda Scott

The people you surround yourself with have a profound influence on your career progression. Authors invite to take time and reflect on the composition of professional connections and consider whether it aligns with goals and aspirations. In the book you'll find a map of 12 personal boardroom roles and practical tips on how to design the boardroom attuned to your professional goals.



LISTEN



Networking for people who hate networking by Adam Grant

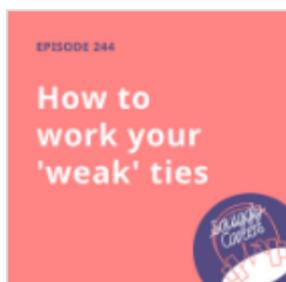
In his TED audio edition, organisational psychologist Adam Grant is busting this myth and shares insights on how to get comfortable with networking so that it feels much more natural and authentic.



Building brilliant relationships

Our relationships at work influence our happiness and our impact. For some people, they will spend more time connected to their work colleagues than they d...

Amazing If /



How to work your 'weak' ties

Networking is a career development activity that often makes people feel awkward even though we all know how important it is for our progression. In this...

Amazing If /