

## Participant Handout: Building Effective Networks

### Building Effective Networks

#### Key Take-Aways

**Networks enable you to offer more and have more impact.**

A network is a set of relationships that you depend on to get things done to get ahead in your career and to develop professionally.

**“Just Like Me” convenience networks are not the most effective** — we need a diversity of ideas, inputs, information, and resources.

**There is strength in “weak ties”** — in our relationships with people that we don’t know that well or that we don’t see very often.

#### THERE ARE THREE KINDS OF NETWORKS:

- **Operational** — relationships with people at work that allow you to get today’s work done
- **Personal** — relationships of your choosing, people you like to hang out with informally
- **Strategic** — (most important network for career advancement) relationships that help you envision your future, sell your ideas, and get the information and resources you need

#### GREAT STRATEGIC NETWORKS ARE:

- **Broad** — connected to a diverse range of people
- **Connective** — linked or bridged across people and groups that would not otherwise connect
- **Dynamic** — responsive and adaptive, growing as you grow

Building a strong strategic network is challenging for anybody but it can be particularly challenging for women, especially in male-dominated organizations and fields

#### STRATEGIES FOR BUILDING EFFECTIVE NETWORKS

- **Engage** in activities both inside and outside your organization
- **Connect** through people you already know
- **Focus** on and develop the value you bring to your network
- **Prioritize** and invest in a few activities — favor active over passive networking

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Michelle R. Clayman Institute  
for Gender Research  
Voice & Influence Program



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<https://womensleadership.stanford.edu/building-effective-networks>