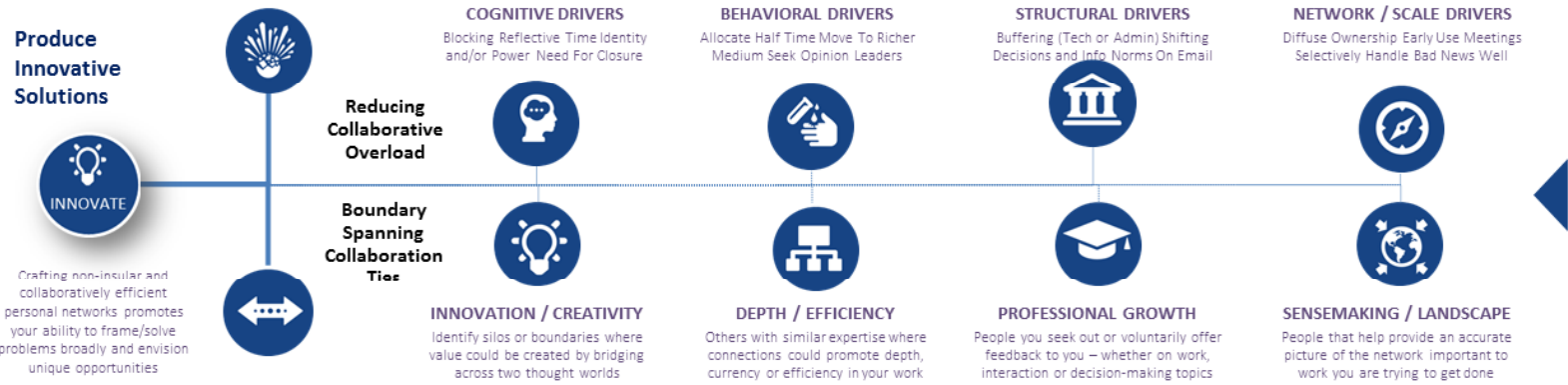
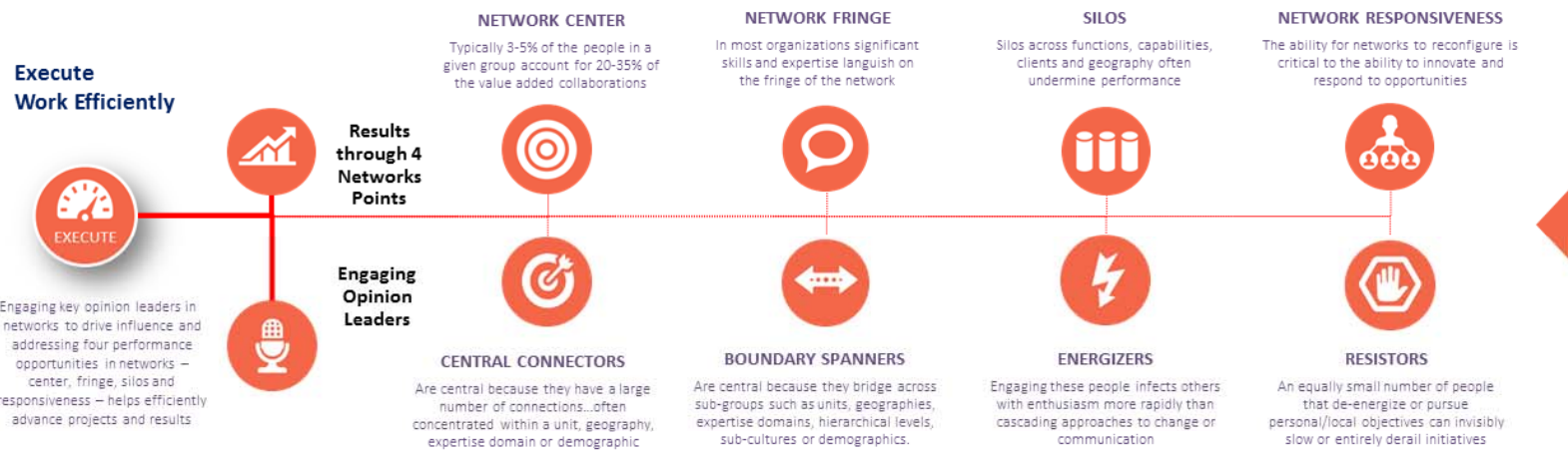


Personal Networks of Successful Leaders: PROGRAM MAP



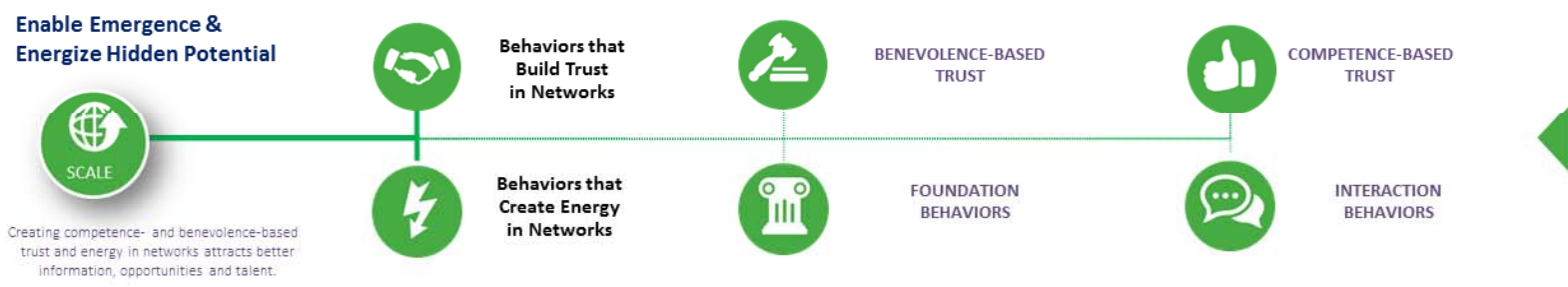
RESOURCES & TOOLS

- PERSONAL ASSESSMENT
- EXERCISE: BOUNDARY SPANNING TIES FOR NETWORK PERFORMANCE
- EXERCISE: VISUALIZE YOUR NETWORK
- EXERCISE NON-INSULAR NETWORKS
- HBR: REDUCING COLLABORATIVE OVERLOAD
- BOUNDARY SPANNING LEADERSHIP



RESOURCES & TOOLS

- PERSONAL ASSESSMENT
- EXERCISE: DRIVING INFLUENCE AND RESULTS THROUGH ORGANIZATIONAL NETWORKS
- EXERCISE: IDENTIFYING & ENGAGING INFLUENCERS IS A CORE CAPABILITY OF SUCCESSFUL LEADERS AND HIGH PERFORMERS
- ACTION PLANNING : DRIVING RESULTS THROUGH FOUR POINTS IN NETWORKS



RESOURCES & TOOLS

- PERSONAL ASSESSMENT
- ACTION PLANNING: TRUST AND ENERGY BUILDING BEHAVIORS
- INSIGHT: CREATING AN ENERGIZED NETWORK?

Personal Networks of Successful Leaders: PROGRAM MAP

Generate Physical & Mental Well-Being



Building networks that provide a range of task and social benefits positively impacts physical health and resilience/well-being.



Relationships that Enhance Resilience, Engagement & Happiness



Relationships that Promote Physical Health

PERSONAL SUPPORT AND/OR ENERGY
People you re-group with when you have had a tough interaction or received bad news or people that you are energized by



PROVIDE A SENSE OF PURPOSE
People providing a sense that your efforts and output are valued and have impact or connections that share similar values on what is worth doing and meaningful objectives to pursue in your work



MINIMIZING INTERACTIONS WITH NEGATIVE RELATIONSHIPS
Toxic relationships that create unhealthy levels of stress or intimidating interactions that create fear or risk aversion



NUTRITION & DIET
Relationships that help improve or maintain a healthy lifestyle as important sources of information or motivation on nutrition and diet-related decisions.



PHYSICAL ACTIVITY & EXERCISE
Relationships that help improve or maintain a healthy lifestyle as important sources of information or motivation on physical activity and exercise decisions.



PERSONAL GROWTH & MENTAL ENGAGEMENT
Relationships that help improve or maintain a healthy lifestyle as important sources of information or motivation on personal growth and mental engagement decisions.



WORK/LIFE BALANCE
Relationships that help improve or maintain a healthy lifestyle as important sources of information or motivation on work/life balance decisions.



STRESS CREATORS & POOR HEALTH DECISION
Opportunities to decrease time with relationships that are negatively influencing health by virtue of creating stress or enabling unhealthy choices

RESOURCES & TOOLS

- PERSONAL ASSESSMENT
- EXERCISE: RELATIONSHIPS THAT ENHANCE THRIVING AND HAPPINESS AT WORK
- INSIGHT RELATIONSHIPS THAT ENHANCE RESILIENCE AND HAPPINESS AT WORK

Learn and Adapt In Experience



Leveraging relationships to build capabilities in times of transition and avoid career derailing network traps is critical to individual performance during times of change.



Avoiding Network Traps That Derail Careers



TRAP 1 THE BOTTLENECK

Creates an excessive reliance on themselves. They use their and other's time inefficiently and so invisibly hold up work and innovation in the network.



TRAP 2 THE FORMALIST

Has an inaccurate perception of the informal network and therefore fails to leverage it as a means to get work done. They struggle to implement efforts and experience gridlock.



TRAP 3 THE DISCONNECTED EXPERT

Does not address skill gaps – deficiencies of technical expertise, decision-making ability, or interpersonal style – by leveraging relationships.



TRAP 4 THE BIASED LEARNER:

Allows certain people (such as those from a similar functional background or physical location, or with common values) to become disproportionately important in information and decision interactions.

RESOURCES & TOOLS

- PERSONAL ASSESSMENT
- INSIGHT : ANALYZING YOUR NETWORK STRUCTURE
- EXERCISE: TYPES OF NETWORK TIES
- BIG PICTURE SUMMARY