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Building your Support Network for your Executive Director Role

Presenter:
Tyler Morris

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Welcome and Housekeeping

- CART Captioning & ASL Interpreters are available.
- We are screen sharing, so please ensure you are in side-by-side mode.
- Please fill out the evaluation after today's event.

Meet the Presenter

- Tyler Morris, Executive Director of CIL Jacksonville tmorris@CILJacksonville.org

Agenda

Presentation - 20 minutes

- Three forms of networking
- Benefits of and barriers to support networks
- Considerations when evaluating your network
- Network activation strategies
- Resources for continued reading

Reflections & Discussion - 40 minutes

Three Forms of Networking

	Operational	Personal	Strategic
Purpose	Getting work done efficiently; maintaining the capacities and functions required of the group.	Enhancing personal and professional development; providing referrals to useful information and contacts.	Figuring out future priorities and challenges; getting stakeholder support for them.
Location and temporal orientation	Contacts are mostly internal and oriented toward current demands.	Contacts are mostly external and oriented toward current interests and future potential interests.	Contacts are internal and external and oriented toward the future.
Players and recruitment	Key contacts are relatively nondiscretionary; they are prescribed mostly by the task and organizational structure, so it is very clear who is relevant.	Key contacts are mostly discretionary; it is not always clear who is relevant.	Key contacts follow from the strategic context and the organizational environment, but specific membership is discretionary; it is not always clear who is relevant.
Network attributes and key behaviors	Depth: building strong working relationships.	Breadth: reaching out to contacts who can make referrals.	Leverage: creating inside-outside links.

"The Three Forms of Networking" Harvard Business Review 2007

Benefits of Support Networks

- Education
- Perspective
- Solution
- Emotional support
- Confidentiality
- Growth
- Expanded network

Common Barriers to Support Networks

- Limited existing network
- Fear of competence judgement
- Confidentiality concerns
- Time constraints
- Ineffective communication
- Lack of trust
- Unalignable values
- Organizational culture

Considerations to Evaluate your Network

- Relevance
- Trust
- Communication skills
- Experience and expertise
- Availability
- Shared values
- Diversity
- Commitment

Activating your Support Network

- Adopt a network mindset
- Define your goals and set expectations
- Maintain regular communication
- Show up
- Offer support
- Exhibit humility
- Express gratitude
- Be genuine
- Delegate

Evaluation Survey

We appreciate your feedback! Look for the link in the Chat for your convenience as we approach the end of the webinar.

Resources for Continued Reading

- Ibarra, H., & Hunter, M. (2007). How Leaders Create and Use Networks. Harvard Business Review. https://hbr.org/2007/01/how-leaders-create-and-use-networks

- Wei-Skillern, J., & Silver, N. (2013). Four Network Principles for Collaboration Success. The Foundation Review, 5(1). https://doi.org/10.4087/FOUNDATIONREVIEW-D-12-0018.1

- Crutchfield, L. R., & Grant, H. M. (2012). Forces for good: The six practices of high-impact nonprofits

IL-NET Attribution

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