Breaking Down the Proverbial Wall: Using Effective Networking to Maximize Working Relationships

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Agenda

- Data on STEM degrees moving towards leadership
- Review and impact of networking
- Create a strategic networking plan
- Connecting networking and mentoring
- Importance of advocates and allies
Icebreaker

• Name
• Title & Affiliation
• What you hope to learn from today’s session
Summary Statement

Used when looking for a position or making a career change. Summary statements may include:

• Specific strengths and transferrable skills
• Organization characteristics that are important to you
• Professional expertise and achievements
• Type of position or industry you are seeking
Current postdoctoral researcher that can leverage experience grant writing, budgeting, and coordinating complex projects. 10 years of scientific experience with deep knowledge of medical research and global public health. Adept at scientific communication and collaborative development of projects.
A look at the Numbers in STEM
Women comprise a little more than one-fourth of all tenured faculty in STEM at 4-year colleges and universities in the United States...

Women in STEM

National Science Foundation, Women, Minorities, and Persons with Disabilities, 2014
Women of Color in STEM

2.3% Tenured or tenure track faculty

5.1% Non-tenure-track faculty

Bias

How does bias influence your network?
Networking
### NETWORKING IS:

- Meeting and getting to know people while being willing to share information and advice
- Building ongoing relationships to exchange information and advice
- Following up and maintaining contact with those who have assisted you
- Symbiotic

### NETWORKING IS NOT:

- Asking for a job or an introduction to a connection
- Collecting business cards and spamming people on LinkedIn
- Randomly passing out CVs/resumes or requests for help
- Using people for your own personal gain and one-sided relationships

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**Know the Ground Rules**

Three Forms of Networking

Personal – enhancing personal and professional development

Operational – getting work done efficiently

Strategic – figuring out future priorities and challenges

Personal Networking

• Largely external to your organization

• Includes people with whom you have something in common

• Strong referral potential (six degrees of separation)

• Highly clustered/overlap of groups

• Shared views – diversity and breadth

Operational Networking

• Utilized to help you do your job more efficiently

• Identify individuals who can block or support a project

• Ensures coordination and cooperation among people in order to get the job done

• Contacts formed around specific objectives

Strategic Networking

• Involves lateral and vertical relationships to individuals inside and outside of your organization

• Most individuals will be outside your immediate span of control

• Takes time to develop, without immediate or obvious benefits

Do’s and Don’ts of Mentoring and Networking

• Be yourself (thoughtfully)!
• Never put someone in an awkward position
• Have an (appropriate) sense of humor
• Recognize that your actions, good and bad, will often have consequences
• Seek the unwritten and inside rules
Exercise

• In creating a mentoring network, what are the specific skills that you have to offer?

• In creating a mentoring network, what are the specific skills that you have to develop?
Activity: Building Your Strategic Network

Step 1: The Reality Plane (5 minutes)

Answer the following questions:

- External to your place of employment, who do you currently have collaborative relationships with?
- Within your place of employment, who do you currently have collaborative relationships with?
- Within your place of employment, what communities do you have collaborative relationships with?
- External to your place of employment, what communities do you have collaborative relationships with?
The Reality Plane

Within your place of employment, who do you currently have collaborative relationships with?

External to your place of employment, who do you currently have collaborative relationships with?

Within your place of employment, what communities do you have collaborative relationships with?

External to your place of employment, what communities do you have collaborative relationships with?
Step 2: The Strategic Plane (5 minutes)

Answer the following questions:

- External to your place of employment, who do you need to develop collaborative relationships with?
- Within your place of employment, who do you need to develop collaborative relationships with?
- Within your place of employment, what communities do you want to have collaborative relationships with?
- External to your place of employment, what communities do you want to have collaborative relationships with?
The Strategic Plane

Within your place of employment, who do you need to develop collaborative relationships with?

External to your place of employment, who do you need to develop collaborative relationships with?

Within your place of employment, what communities do you want to have collaborative relationships with?

External to your place of employment, what communities do you want to have collaborative relationships with?
Activity: Building Your Strategic Network

Step 3: Make Connections (7 minutes)

Do the following:

• With a partner, start to think about who in your reality plane can help you form the desired relationships/collaborations in your strategic plane
• Draw the connections; what are your top three objectives in creating a mentoring network?
Relative Performance (compensations, evaluation, promotion)

Network Constraint

large, open network where you are the link between people from different clusters.

small, closed network where you are connected to people who already know each other.
Importance of Networking

- Expand and build relationships – they are the catalyst for success
- Used to find a new position or further your career – many opportunities are through "word of mouth"
- Get “plugged in” to your (larger and diverse) community
- Develop knowledge resources
Visioning Challenge (part 1):

- Think about 1 or 2 career/personal goals. Add them to your network sheet.
- Make connections from the Strategic Plane to your goals

Think about the following (part 2):

- What must I stop doing?
- What must I start doing?
- What must I continue to do?
Advocates and Allies
Men as Allies and Advocates

Why is it important?
- Men are often the leaders, powerholders, and gatekeepers in the workplace.
- Women report that support and encouragement often comes from men.
- Gender reform is not a women’s issue; it is also about men.

NCWIT Male Advocates and Allies: Promoting Gender Diversity in Technology Workplaces
file:///G:/2018/menasadvocatesallies_web.pdf
### Experiences that Influence Men’s Thinking

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<thead>
<tr>
<th>PROFESSIONAL EXPERIENCES</th>
<th>PERSONAL EXPERIENCES</th>
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</thead>
<tbody>
<tr>
<td>Female boss</td>
<td>Minority experience</td>
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<td>Learning about microinequities</td>
<td>Working wife/partner</td>
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<td>Aware leaders</td>
<td>Daughter/granddaughter experience</td>
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<td>Data collection</td>
<td>Mother or sister’s influence</td>
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<tr>
<td>Seeing gender bias</td>
<td>Sense of fairness</td>
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AWIS
Factors that Discourage Men’s Advocacy

• Apathy
• Lack of awareness
• Lack of clear rationale
• Part of a larger societal problem
• Fear or discomfort
• Lack of time
Questions
Stay in touch!

LinkedIn: Association for Women in Science

Facebook: /AssociationforWomeninScience

Twitter: @AWISNational