

RELATIONSHIP BUILDING IN HYBRID

STEP THREE

VOLUME 33 | NUMBER 3 | DECEMBER 2024

CONCEPTS & LEARNINGS

- Workplace relationships are critical to your success in the business world — they enable:
 - Social capital – you support people you know, and together you get the work done
 - Career advancement – your relationships open the door to opportunities, and leaders knowing you and your work is the key to advancement
 - Cross-functional collaboration – you need departments working together to make things work
- A great network is diverse, with individuals at different levels, from different departments, and even different companies and industries
- Relationships with your team are key to accountability
 - It's hard to hold others accountable if you don't feel connected to them
 - Trust is essential when giving and receiving feedback
- Mapping the contacts in your network can help you to see strengths and gaps—across levels and departments
- Building and maintaining relationships is a process
 - Starting conversations – opening a dialogue
 - Seeking common ground with thoughtful questions
 - Nurturing contacts – with frequent interaction
- In the hybrid world, it's CRITICAL to be planful with your time when online, offline, and in-person
- Relationship-building is too important to leave to chance – you need strategies to build a broad, deep, and strong network!

AT THIS STEP

Program Timeline - Valuing Peers & Mentor

At the midpoint in your Percepta experience, it's time to reflect on the power of group mentoring. You've been matched with peers with whom you share development goals and a Mentor uniquely suited to help you address those goals. So, how are you fully leveraging what you all share in common?

Each month, as you share your self-assessments from the Introspective Exercise, take a moment to identify the common themes in your responses. Seek opportunities to help each other give voice to issues, sharing similar experiences, and also supporting with peer mentoring. But then together as a group, highlight those areas where the Mentor can provide the most value, creating an environment for growing together.

So, ask yourself...

- What development goals do I share with my Peer Group? How can we explore those goals together?
- Are there goals that I have that are different from my peers? How can I explore these with my Mentor?
- What issues might be easier to discuss if I first share with my peers before exploring with our Mentor?

At this midpoint, it is key to be strategic in making the most of the time you have in the program!

“Not all peer pressure is bad.

If you have peers who are pushing you to go further in life and believe in your dreams—Man, you got it made!”

- Jeff Moore

PREPARE FOR STEP FOUR

Giving and Receiving Feedback - Wednesday, January 15th, 1:00-3:00 P.M. ET

In preparation for next month, take some time to think through your experiences with feedback:

- When have I received feedback that was difficult to hear? How did it feel? Was it actionable? Did I feel safe and comfortable or threatened? What made me feel that way?
- What about a time when I received positive feedback? How was that experience different?
- Are there team members with whom I need to share feedback?
 - What concerns do I have? Am I avoiding any important conversations?
 - Can I provide balanced feedback, both positive and constructive?