



Sally Colella

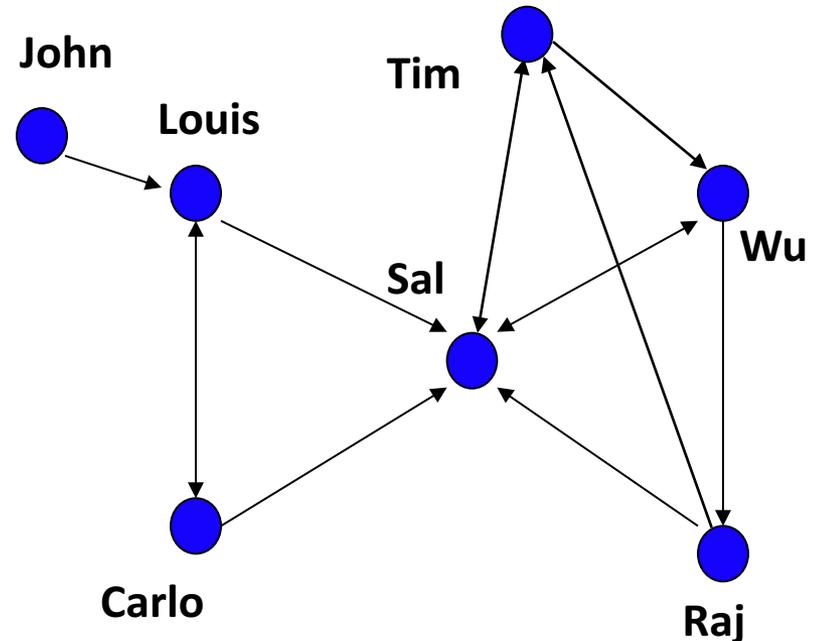
COACHING FOR A CONNECTED WORLD

WEG

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What Does Network Analysis Reveal?

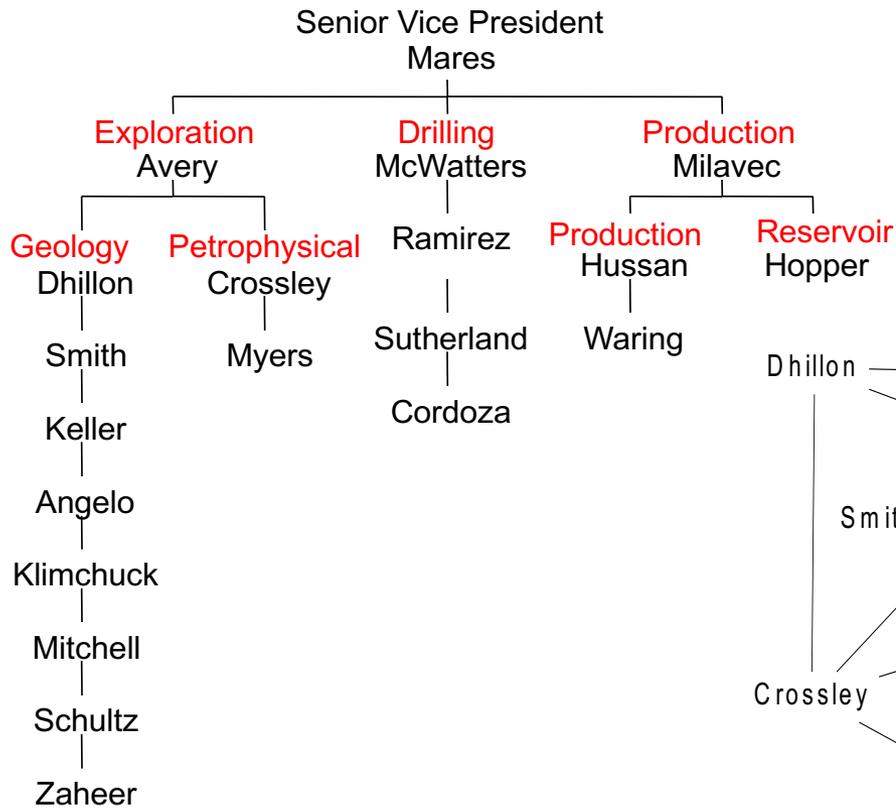
- Are certain people very central?
- Are some people loosely connected and so under-utilized?
- Are there divisive subgroups?



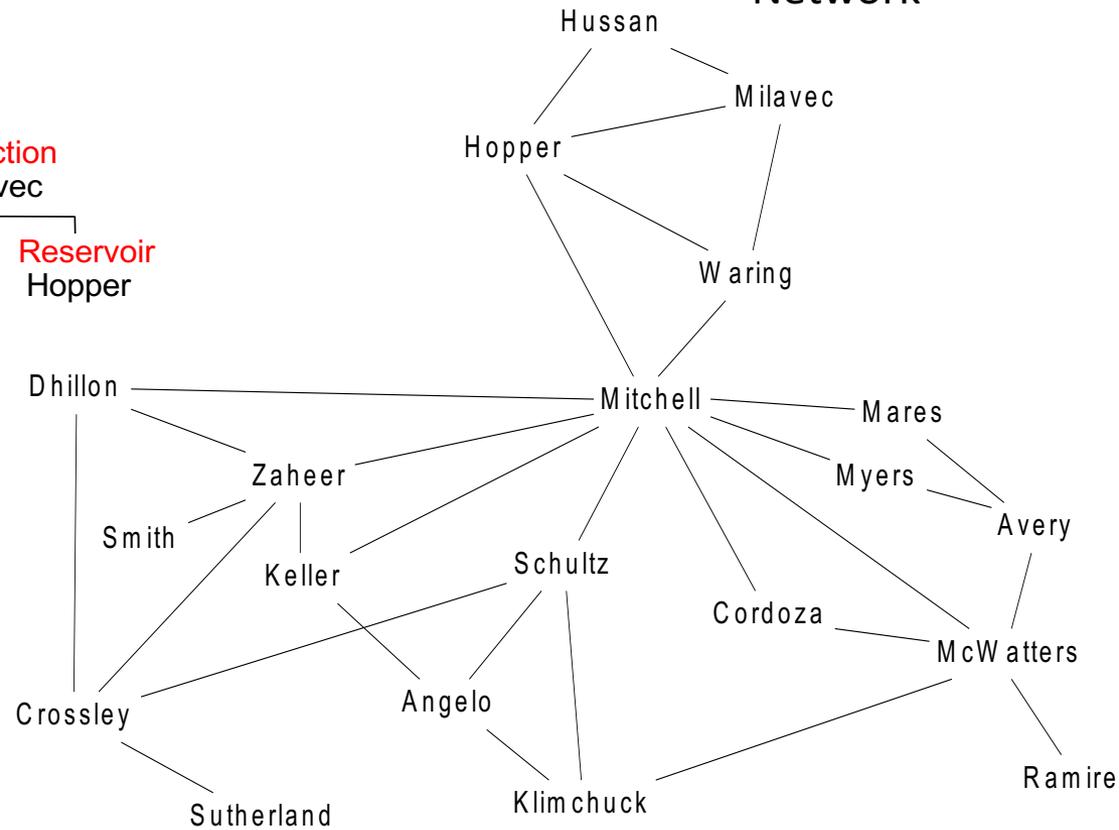
Formal Structure and Informal Network

Formal Structure

Exploration & Production



Informal Network



Benefits of Purpose Built Networks



Think/Innovate

See problems from different angles, avoid insularity, and discover new ideas and access expertise.



Execute

Drive results through collective efforts.



Attract Support

Attract political support and resources.



Learn and Adapt

Address skill gaps and adapt to new environments.



Thrive

Physical and emotional health, promote resilience during setbacks.

Adapted from Rob Cross

Let's Take A Look . . .



You

What is one goal you would like to make progress on in next six months?



Your "Creator" Network

Your Six Month Goal: _____

	Purpose Built Networks Provide These Benefits:	Expand Who supports you?	Focus Who blocks you?
	Innovate – Spark new ideas and seeing problems from new angles	1 2	1 2
	Execute – Helps you get things done.	1 2	1 2
	Support – Attracts political support and resources.	1 2	1 2
	Learn and Adapt – Develop new skills to reach your goal.	1 2	1 2
	Thrive – Physical and mental health; Sense of purpose.	1 2	1 2