

# Linkage's Maximizing Your Influence: A Program Designed Especially for Women Leaders

## Tool: My Current Network

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## **Exercise**

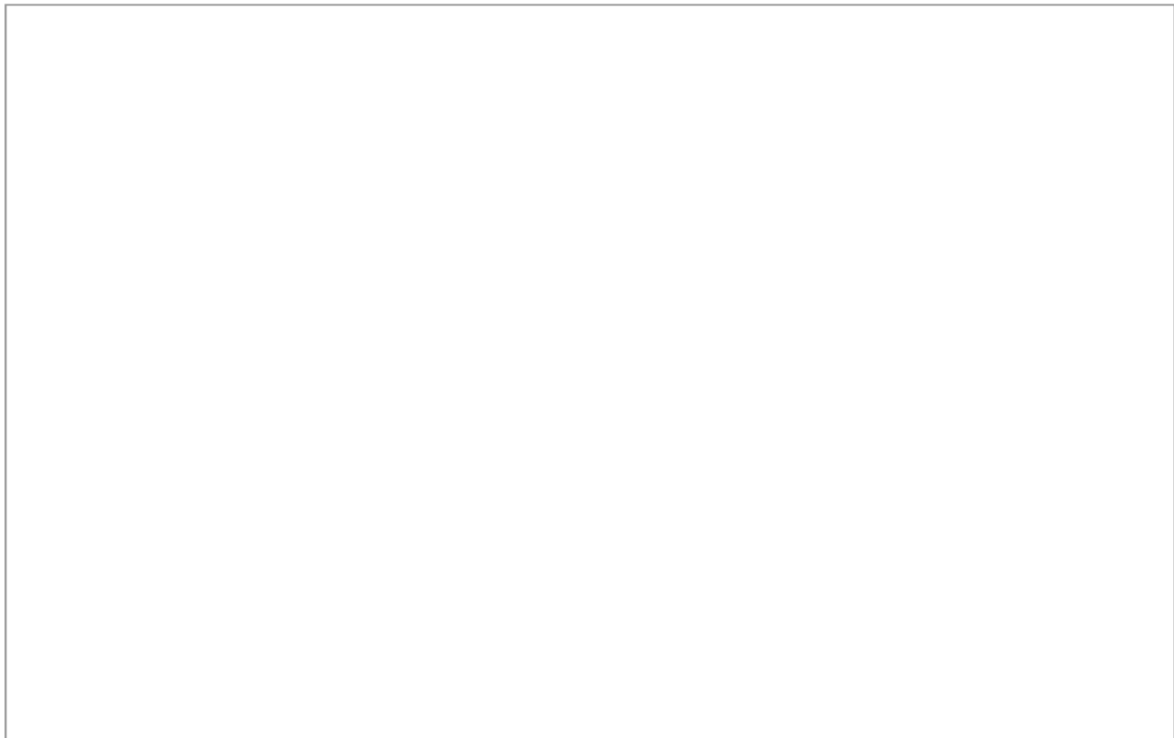
# **My Current Network**

### **Directions**

**Step 1** Construct a picture of your current network using the space below. You might want to consider the following as you depict it (and consider ways of visually representing these aspects):

- ◆ Level of trust
- ◆ Frequency of interaction
- ◆ Internal vs. external
- ◆ Relative importance
- ◆ Level of influence

**Step 2** Share your network picture with a partner.



## Assessment

# The Networker Tool

### Purpose

This assessment tool will help you to:

- ♦ determine the degree to which you have already created a diverse and effective network
- ♦ examine the areas in which your network is weak
- ♦ identify who is missing from your network
- ♦ outline strategies to expand and strengthen your contacts and sphere of influence

### Directions

**Step 1** Using the rating scale below, read each statement and place your rating on the scoring sheet that follows.

**Step 2** Total your scores to determine which categories you are strongest in and which need development.

#### Rating Scale

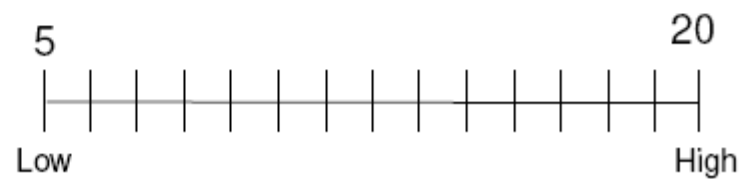
1	2	3	4
the statement is mostly false	the statement is more false than true	the statement is more true than false	the statement is mostly true

	A. I can identify the four skills that are the hottest in the job market for the work I do.
	B. I read professional journals and keep on top of emerging information in my field.
	C. I can name the three most important issues currently putting pressure on my organization.
	D. I have contacts with specific individuals at our three top competitors.
	E. I take initiative to develop or expand the critical skills needed in my job.
	F. I communicate on an ongoing basis with three colleagues in my field who are not employed by my organization.
	G. I can explain, in one sentence, what my immediate boss's goals are.
	H. I can identify three trends impacting the industry my organization is in.
	I. I can ask a variety of people in my organization for honest feedback on my skills.
	J. I am active in a professional association in my field.
	K. I have discussed my boss's goals with him/her in the past three months.
	L. I have been quoted or featured in a trade or industry publication in the past year.
	M. I am involved in, or am in the process of creating, a developmental assignment that will give me more visibility.
	N. I hold a committee or leadership role in a professional association in my field.
	O. I send congratulatory notes, web page links, articles or other relevant information to people in my organization who are at my boss's level or one level up.
	P. I am personally acquainted with at least one of the top 10 leaders in my industry.
	Q. I am able to demonstrate how my work is essential to my organization's mission.
	R. I am a member of a group or professional association relevant to but outside of my field or industry.
	S. I have had lunch with a key person in a different business unit from mine in the last month.
	T. I can identify the organizations that are talked about as the future leaders in my industry.

## Scoring Sheet

A +	B +	C +	D +
E +	F +	G +	H +
I +	J +	K +	L +
M +	N +	O +	P +
Q =	R =	S =	T =
Total	Total	Total	Total
↓	↓	↓	↓
Job	Profession	Organization	Industry

\*Assessment categories draw on the work of Caela Farren, *Who's Running Your Career?*



# Linkage

Linkage is a global organizational development company that specializes in leadership development. We provide clients around the globe with integrated solutions that include strategic consulting services, customized leadership development and training experiences, tailored assessment services, and benchmark research. Linkage's mission is to connect high-performing leaders and organizations to the futures they want to create.

With a relentless commitment to learning, Linkage also offers conferences, institutes, summits, open-enrollment workshops, and distance learning programs on leading-edge topics in leadership, management, human resources, and organizational development. More than 200,000 leaders and managers have attended Linkage programs since 1988.

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