|  |
| --- |
| **Title of Article/Video/Podcast**: HA: Herminia Ibarra, Mark Hunter: “How Leaders Create and Use Networks. Jan2007, Vol. 85 Issue 1, p40-47 |
| **Main message**: In a few short sentences, using your own words, explain the main message in this article/video; the big picture. What was it about?  In the article the authors have talked about the different forms of networking and how different managers perceive the subject. Those that have embraced networking have done better in their career progression versus those who have not. |
| **Concepts/arguments**: Here list the new concepts/arguments that you learned. If you can personally relate to anything that was discussed, point it out here.  The 3 forms of networking: 1) Operational, 2) Personal, 3) Strategic were new to me. I used to club them all in one bucket and think of networking in a negative light. I used to think people who are not good at their core job needed to network so that they do not lose their positions.  I also learnt through the examples given in the article that networking is not optional if you want to get ahead in your career. |
| **Any AHA moments and further questions** that come to mind:  1 thing that was an AHA moment for me was that to grow as a manager/leader I have to go beyond my technical abilities and network with people outside my direct network. I must build my relational skills more than technical. In the past when I got promoted, I tried to increase my technical skills even further to prove myself, but now that I know I will work on my networking skills. |
| **Concrete Action Step**: Here list one thing that you will do differently based on what you learned from this article/video/podcast:  I will start going to professional meets more often to interact and expand my network. I will try to start up conversations with as many leaders in my company as possible so that they know me on a first name basis. |