

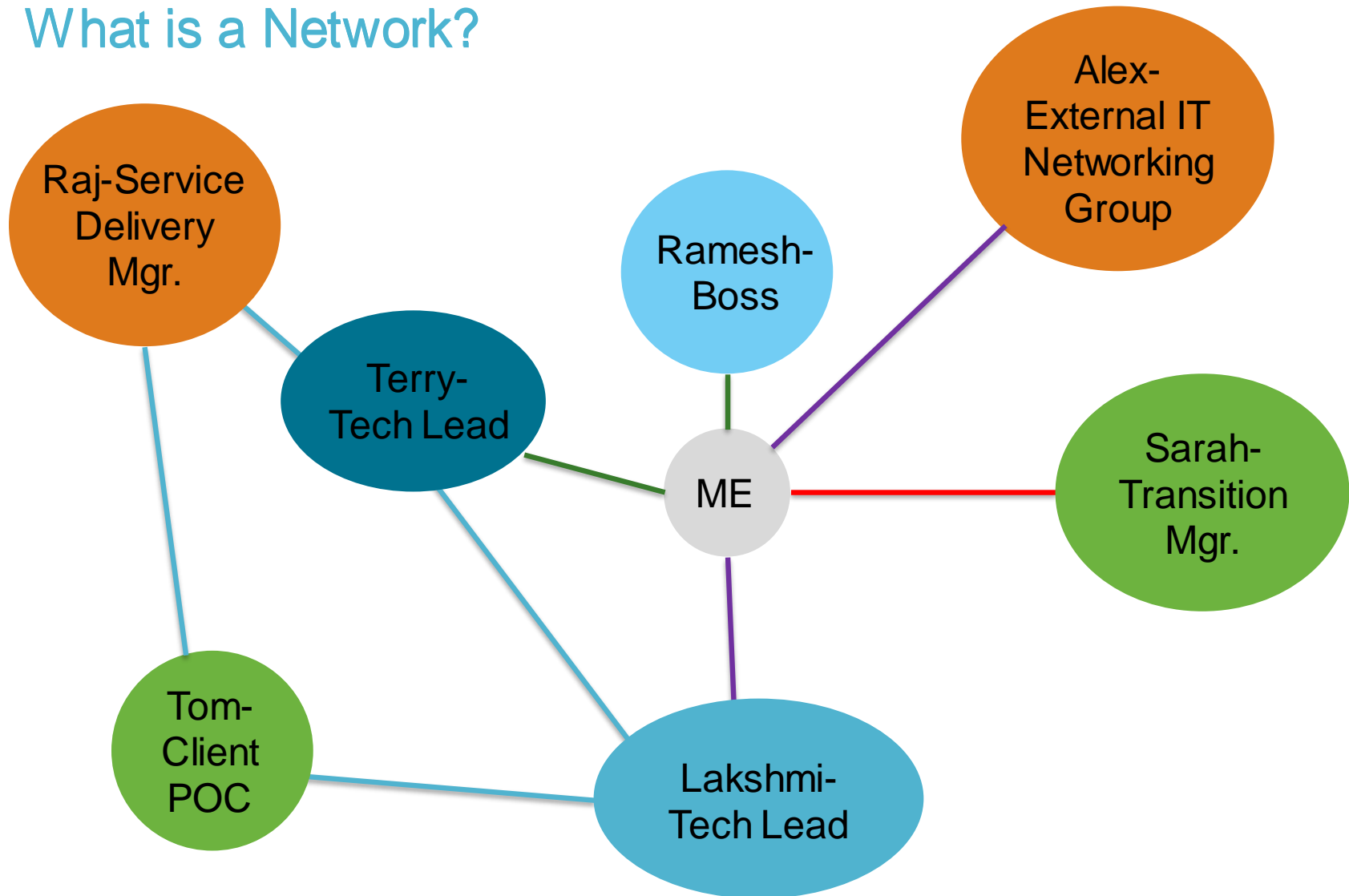


Cognizant

FTM-Manage Your Network

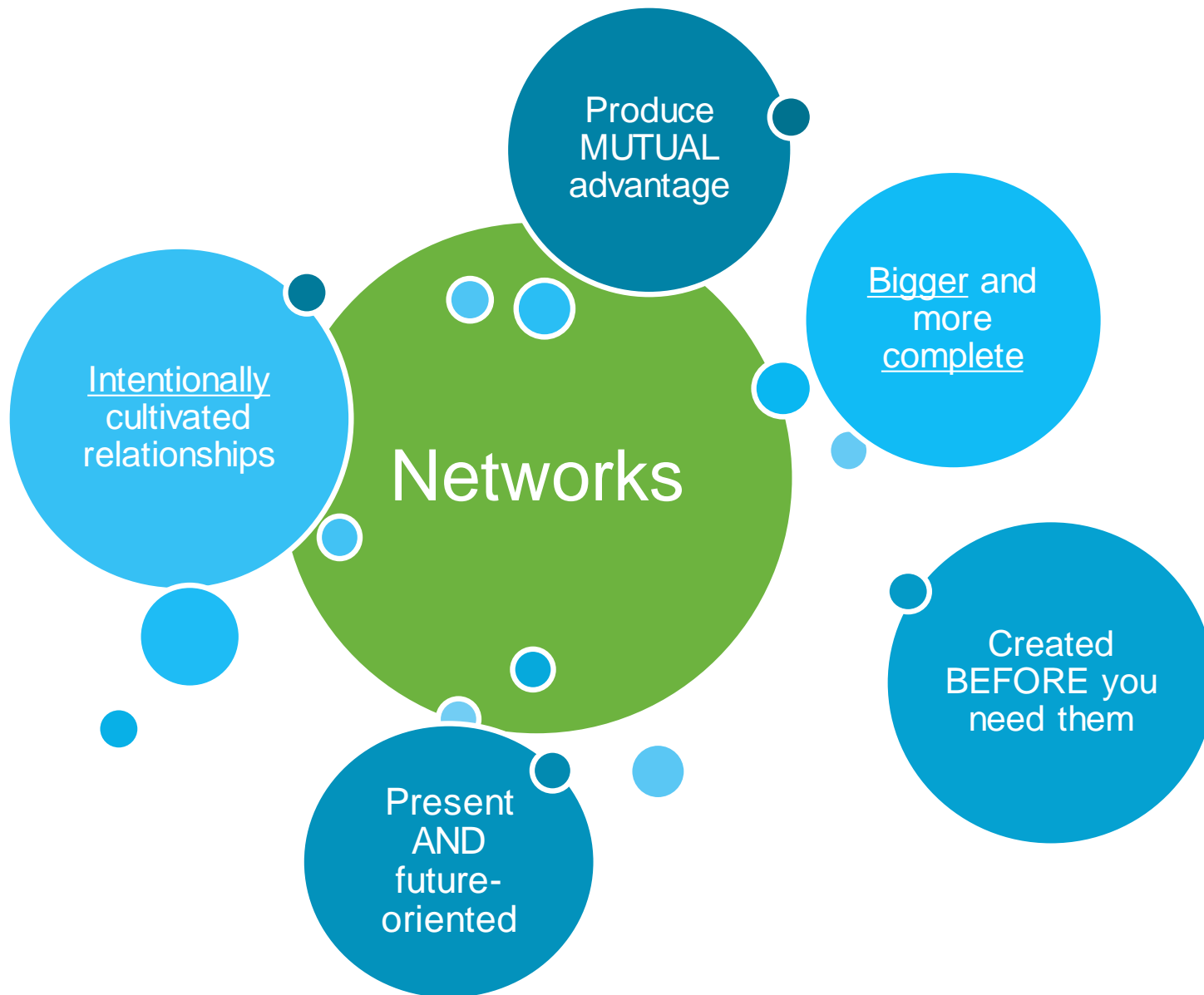
What is a Network (And what it isn't)

What is a Network?



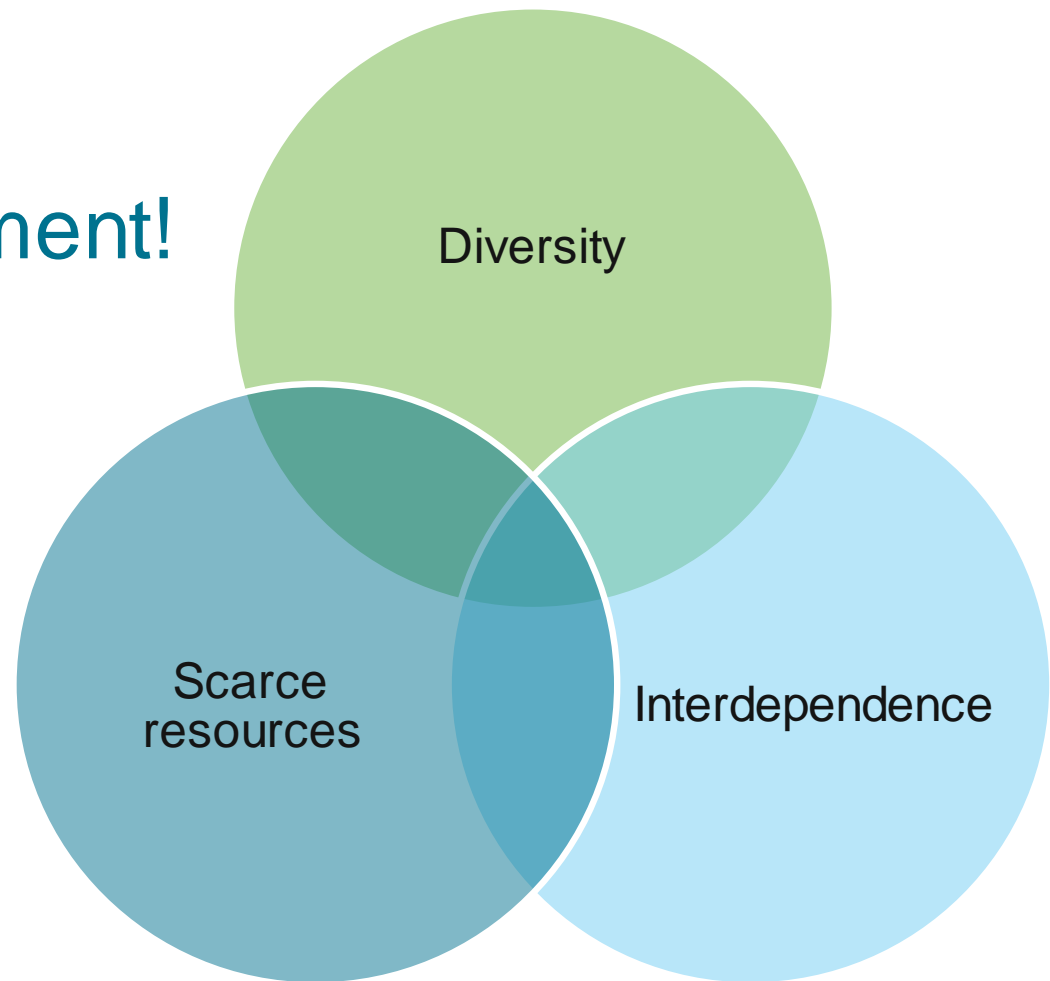
What is a Network

- A web of mutually beneficial relationships with people who can help you and your team succeed.
 - What can my network do for me?
 - What can I do for the members of my network?
- A network is NOT just a collection of names and e-mail addresses



Why do you need a Network?

You work in a
political environment!



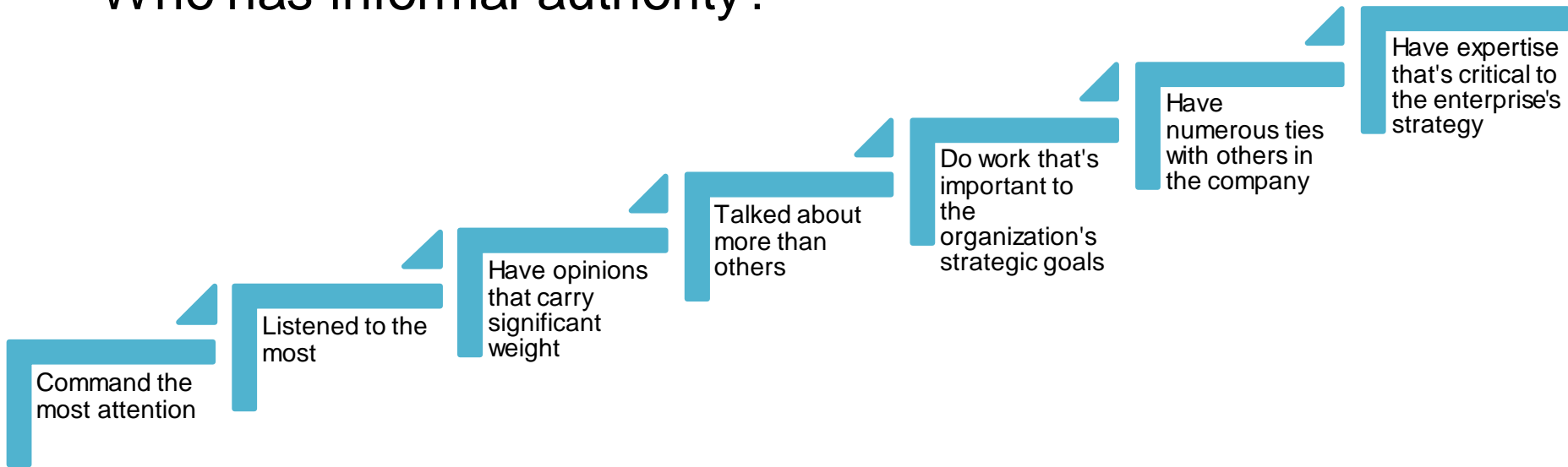
How to Build a Network

Understand the Company Vision



Identify Who has Influence in your Organization

- Who has formal authority?
- Who has informal authority?



Clarify Your Team's Current Workload

What does my team do?

- What are the tasks that are completed?
- What are our responsibilities?
- What products or services do we produce?

How do we do our work?

- What procedures and processes do we follow?
- What do we value in our work and our work environment that impacts how we do things?

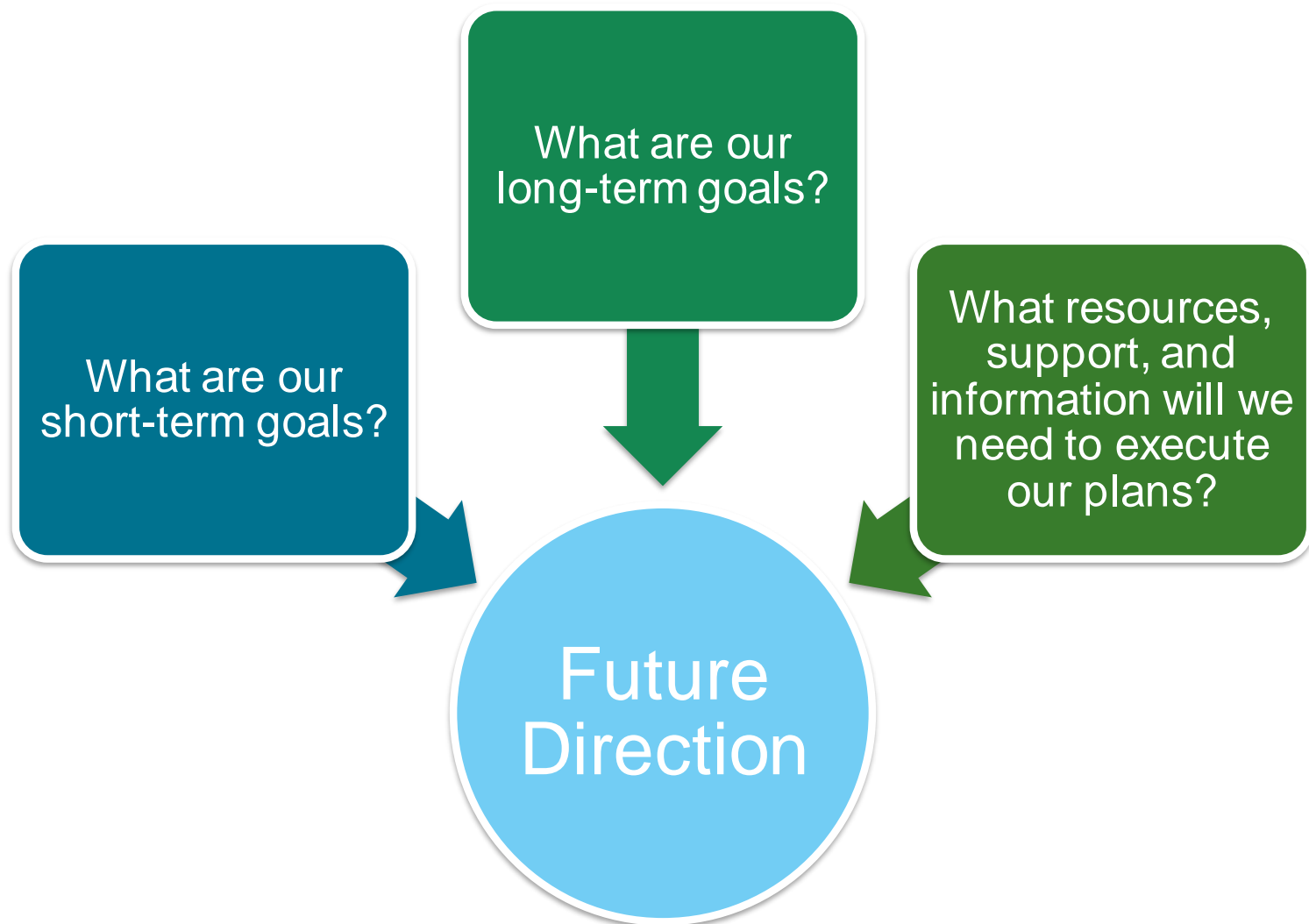
What are the team's critical success factors?

- Which factors/aspects/deliverables are critical to our team's success?

What metrics do we use to define success?

- Which quality and quantitative measures do we use to meet our definition of success?

Clarify Your Team's Future Direction



Examples

Short-Term Goals

- Decrease coding errors by 2%
- Begin expansion of product offerings to clients by incorporating new technologies
- Remove obstacles preventing the completion of deliverables

Long-Term Goals

- Expand team skillsets for 'XYZ' technology
- Add team skillset to include 'ABC' technology
- Increase client satisfaction by 5%

Resources, support, and information will we need to execute

- Information on the cause of coding errors
- User access to 'ABC' & 'XYZ' technologies
- Resource coverage during team training
- Budget availability for training

Map Your Current Network

Who is in your current network?



Map Your Current Network Cont.

For each network member:

- Identify their job role & whether they are internal or external to the organization
- Evaluate the:
 - **Level of Importance:** How critical to your network
 - **Strength of the current relationship:** How much work you have to do to build and maintain the relationship

Name	Job Role	Internal or External	Level of Importance	Relationship Strength
Rajesh Padke	Quality Engineer	Internal	High	Weak
Lakshmi Narayanan	Infrastructure Tech Lead	Internal	Low	Strong
Sonali Patel	Developer	External	Moderate	Very Strong

Create Your Network

Knowing:

- The strategic happenings in the organization,
- The people in the organization who influence,
- Your team's current workload,
- Your team's future direction, and
- Who is already in your network...

Whom do you need to add to your network?

Wrap Up

Individual Assignment for This Week

- Map your current Professional Network
 - Including stakeholders and influencers
- Email a sample of it to Jessica by Monday, May 7th
 - It does not need to be 100% complete but it needs to be a accurate reflection of your network

What's Next?

- No study group this week
 - The Study Group will be on Monday, May 7th
- Awareness session on Wednesday:
 - Partnering with Your Boss



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Thank you

“See” you again on
Wednesday!