

Bozeman Health

Career Blueprint



Build your Network



Bozeman Health

Center for Education + Development



Build your Network

Review the corresponding modules for this topic on the Bozeman On Demand Career Portal prior to completing this section.

Relationship Networking Action Plan

How well do you feel you have utilized your current network to-date?

Select all that apply.

Detail	Yes/No
I have a well-rounded network define for myself.	
I am happy with how I have utilized my network, i.e. their knowledge, frequency of connecting, we have a purpose defined.	
My network is somewhat defined, i.e., informally, unstructured, some areas identified but not all.	
I have not made much headway in defining or utilizing my network.	
I don't have a real interest in building my network.	



What are your overall networking goals?

What specifically would you like to accomplish?

- *Gain greater visibility/build your “brand” presence*
- *Obtain specific knowledge*
- *Make connections*
- *Learn what others do*
- *Identify potential mentors*

Goals:

Identify your current network

Who	Their role/department



Map your network

Reach Up

Senior Leaders to gain greater expanse of knowledge and information

Who	Their role/department

Reach Across

Peers, to garner brainstorm partners, discuss best practices, provide feedback

Who	Their role/department

Reach Down

Those deeper in the organization, strengthen your brand, learn what's happening

Who	Their role/department



Reach Out

Outside experts, to broaden your perspective

Who	Their role/department

Examine your network

How diverse is it? How balanced is it?

- *Do you have people in different departments? Lines of Business?*
- *Do you have Internal and external representation?*

Where might you need to expand it?



Build your Board of Directors

Identify those key individuals who will be part of your BOD. Remember, select those who can serve different roles.

Coaches:

Helps you with skill and leadership development.

1	
2	
3	
4	
5	

Connectors:

Helps you connect with the right people in the organization.

1	
2	
3	
4	
5	



Mentors:

Serves many roles – sounding board, career advice, skill development.

1	
2	
3	
4	
5	

Operational Partners:

Helps you get things done. Your go-to people.

1	
2	
3	
4	
5	



Friends/Confidants:

Provides emotional support, brainstorm partner. Work through challenges.

1	
2	
3	
4	
5	

Feedback Partners:

Provides you feedback – constructive, unbiased, and supportive.

1	
2	
3	
4	
5	



Mentoring Action Plan

What are your overall goals for mentoring?

What specifically would you like to accomplish?

- *Learn a specific skill?*
- *Gain exposure to a process, project, or job role?*
- *Have a confidante outside your regular work environment?*
- *Have a sounding board to test ideas and proposals?*
- *General career advice*
- *Help with defining career goals and objectives*

Mentoring goals:



Identify 1-3 potential mentors and what you specifically need/want from them

Mentor #1:

Who:

Department:

What you need/want from them:

i.e. sounding board, development on a specific skill, department/organizational information, general career advice

How often will you meet with them?

Set your meeting agenda/what questions will you ask them?



Mentor #2:

Who:

Department:

What you need/want from them:

i.e. sounding board, development on a specific skill, department/organizational information, general career advice

How often will you meet with them?

Set your meeting agenda/what questions will you ask them?



Mentor #3:

Who:

Department:

What you need/want from them:

i.e. sounding board, development on a specific skill, department/organizational information, general career advice

How often will you meet with them?

Set your meeting agenda/what questions will you ask them?