

# Competency: Relating and Networking

## Activity 1

Work to establish effective working relationships with others based on trust and mutual interest. Find out what their key drivers are and what would make them prefer working with you before anyone else. Make the effort to keep in touch with people you have contact with, even if you don't work with them frequently.

## Activity 2

When building relationships, try to uncover areas of common interest. Use questions to show your interest in others and their work. If "small talk" is a real problem for you, try to mix and interact in smaller groups first to build your confidence. Remember to use eye contact.

## Activity 3

To develop your people networks, become more actively involved in cross-functional projects or inter-departmental committees. Consider establishing joint working parties with other departments on common issues or concerns within the organization.

## Activity 4

When managing disagreements between other parties, be sensitive to the impact of your own behavior. Articulate both sides of the argument and remain impartial. Always stay calm and look for a positive resolution.

## Activity 5

Use social gatherings to build relationships with a broad range of individuals within the organization. Foster a sense of shared success and cooperation by inviting managers from other departments to events that celebrate your team's achievements. Likewise attend celebrations in other departments when appropriate.

## Activity 6

Identify key people within your organization with whom you should build relationships. Identify how they impact on you and your department, and how they could be of benefit to you, and you to them. Make contact with them and develop a strategy to make the relationship effective and productive.

## Results: