

## Assessing your Professional Network

The following activity leads you to analyze your professional networks. It will be important to consider the strength of hubs and density of connections. A person could have many superficial connections or a few extremely powerful and influential ones. As you consider networking you will discover interesting patterns of influence to promote progress toward your goals. You will discover those hubs and connections that have the greatest potential to move your organization forward.

*We are living in a Network Society today, according to Castells (2000), the great scholar of Globalization, which is ignited by technology of all kinds and the world-wide web. Why has Networking become so powerful a force in our lives today? Connections make the difference in what happens in natural systems!*

*Not all connections are equal, however. Scientists tell us that the strength of connections makes a difference in the energy that is generated for any purpose. Weak connections produce no energy for the future, and periodic connections generate no sustainable energy at all. Strong connections not only produce energy for future connections, but they also generate their own energy system. We can predict then that the strength of the connections we foster, to achieve our professional purposes, correlates with the energy that emerges to stimulate progress. Strong connections produce their own energy for continuous connections. And networking, which is a core human activity, stimulates the most rapid connections of all, whether in actual or virtual environments.*

*Leadership for sustainable futures in this global age requires that you build strong energy systems through networks, those that are self-generating and lead to future developments for your professional aims. Enjoy the moments ahead for the insights you will gain on your own Leadership for a Sustainable Future.*

*Shared with permission from Dr. Karolyn Snyder (2008), Assessing Your Personal Network*

### Illustrating and Analyzing Our Leadership Team (Part 1)

Instructions:

1. List the members of your leadership team. This should include formal and informal members. Make sure that you include yourself. There is no exact number because every organization is different. List them on the table (1) below.
2. After you have listed your formal and informal leadership team it is now time to analyze the strengths they possess. These will be the key players in your organization. You will determine which AOE Spheres as well as Technical Management (TM) and Curriculum, Assessment and Instruction (CIA) they possess and use to assist your organization to move forward.

Name or Code for your Formal and Informal Leaders	Core Purpose and Values	Positive Strengths	Relational Leadership	Generative Learning Capacity Building	Internal External Account-ability	Whole System Coherence	TM	CIA

- Now it is time to start to develop and design your Professional Leadership Network Portrait. Spread the leadership hubs around the paper. Establish one hub for each leader. Each hub will be color coded to represent the leadership strengths that each person brings to the leadership efforts of your organization as determined in the table above.
- Now draw lines to show links and lines of influence between these key leaders together. The strength of the lines of connection needs to be demonstrated. You have to decide what are the strongest and weakest links in your network. This can be done by using a scale of 1 to 5 with Very High (5) and Very Low (1) or by using different width or color of lines.