
Networking and Managing relationships

Lori Conlan, PhD



Types of Networking

- There are two forms of networking:
 - Passive
 - Active

- Not every relationship is going to be the same
 - Big deals: require an investment of time and energy
 - Small deals: may be more of the internet based connections, people in passing



Extrovert/Introvert

- **Extrovert:** gain energy from the outer world of people, places, and things
- **Introvert:** gain energy from the inner world of ideas, thoughts, and concepts

- Do only extroverts network? **NO!**
 - Shyness does not correlate with type
 - Introverts bring just as much to the conversation as extroverts



Getting Ready

- Elevator Speech
 - Who you are, where you work, what you do, what you are looking for
- Open ended questions
- Have talking points ready
 - Recent events, weather, current science headlines, etc.



Passive Networking

- Internet based, a great way to connect, follow what people are doing and where they are.
 - LinkedIn
 - Facebook
 - Google



LinkedIn Hints

The screenshot shows a LinkedIn profile for Gregory Reinhart. At the top, the LinkedIn logo and account type 'Basic' are visible. The navigation bar includes 'Home', 'Profile', 'Contacts', 'Groups', 'Jobs', 'Inbox' (with 63 notifications), 'Companies', 'News', and 'More'. A search bar is set to 'People'. A banner for USC is displayed. The profile header for Gregory Reinhart includes his name with a '2nd' connection indicator, his title 'Professor and Head at Texas A&M University', and location 'Bryan/College Station, Texas Area | Higher Education'. A summary table lists: Current position as 'Professor and Head at Texas A&M University', 10 connections, and a public profile URL. Below this are 'Share', 'PDF', and 'Print' buttons. The 'Experience' section shows his current role at Texas A&M University. The 'Contact Settings' section lists interests in career opportunities, new ventures, expertise requests, reference requests, consulting offers, job inquiries, business deals, and getting back in touch. A 'How you're connected to Gregory' box shows a connection from 'You' to Jonathan Sparks, who is connected to Mauricio Rodriguez Rodriguez.



LinkedIn Account Type: Basic ▼ Lori Conlan [Add Connections](#)

Home Profile Contacts Groups Jobs Inbox **63** Companies News More People ▾ [Advanced](#)

[Add Connections](#) [Colleagues](#) [Classmates](#) [People You May Know](#) [View Sent Invitations](#)

Invite Gregory to connect on LinkedIn

How do you know Gregory?

- Colleague
- Classmate
- We've done business together
- Friend
- Other
- I don't know Gregory

Include a personal note: (optional)

I'd like to add you to my professional network on LinkedIn.

- Lori Conlan

Important: Only invite people you know well and who know you. [Find out why.](#)

[Send Invitation](#) or [Cancel](#)

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Waiting for http://www.linkedin.com/inviteFromProfile?isFromProfile=true&from=profile&key=77950567&firstName=Gregory&last [redacted] Internet 100%

Dr. Reinhart,
Hope all is well, I was a student in
Cindy Dupureur's lab years ago. I
am now at the NIH, but still
remember my TAMU days fondly.



Introductions

[? How do Introductions work?](#)

Request an Introduction

To: Gregory Reinhart
From: Lori Conlan
 Include my contact information

Enter the contact information you would like to share

Email:
 Phone:

Category:

Subject:

Your message to Gregory:

Gregory is interested in:
 career opportunities,
 consulting offers, new ventures, job inquiries, expertise requests, business deals, reference requests, getting back in touch



Active Networking

- Actually talking to a person and having a conversation
- Talking with other folks in your lab/branch/IC/NIH
- Conferences
- Speaker lunches
- Informational interviewing



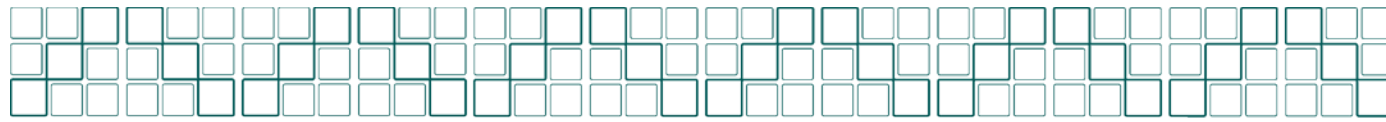
Developing a Networking Map





How do you find a connection?

- Pubmed or patent databases
- Professional society
- Conferences
- Alumni databases
 - Undergrad
 - Old labmates
- LinkedIn, Facebook, Nature Network
- Family
- Career Centers
- Career symposiums/workshops



Informational Interviews

- Allows insider information
- Help prepare strong application
- A good way to find a career path or get info on a current job opening

- Are not a way to ask for a job!!



Four Areas

- Present
 - Tell me about your current position
- Past
 - How did you get into the field
- Future
 - Long term opportunities in the field
- Advice
 - Contacts, feedback, professional societies, insights into possible positions



Best places to Network

- Actually asking-do you know someone in X field?
- Making small talk
- Meeting with speakers
- Conferences (food lines)
- Informational Interviews
- Networking events
- Community or educational events



Working the room

- Research and decide who to talk to
 - Check out the attendee list online
 - Look at the name badges
- Entering and exiting conversations
 - Enter: eye contact and add to the conversation
 - Exit: graceful exit strategies
- Volunteer



Mentors

- Are they **helpful**?
 - Do they want to see you succeed and are encouraging you to follow your path?
- Are they **knowledgeable**?
 - Do they actually know how to help you follow that path?
- Are the helpful/knowledgeable about science and/or career
- Making them an advocate...not only helpful/knowledgeable but also actively promoting you



Keeping up the conversation

- For those big deal relationships—ones that really matter

- Organize contacts
- Email a personal note (ASAP!)
 - Include what you discussed
- Foster the relationship
 - Article of interest
 - Watch pubmed
 - A general hello is fine



Challenge

- Contact one person from your network to conduct an informational interview with.
 - Dear Dr. X,
 - I am currently a ZYY at XX. I was hoping to get a little more information about how you navigated into your career. Do you have 15 minutes to spare for a telephone call?
 - Thanks in advance,



References:

Never Eat Alone, Ferrazzi

Make your Contacts Count, Baber and Waymond

Power Networking, Fisher and Vilas

Networking for People Who Hate Networking: A Field Guide for Introverts, the Overwhelmed, and the Underconnected ,[Devora Zack](#)

The Riley Guide

Lori Conlan

conlanlo@mail.nih.gov

301.435.7231



Mentors

- Tell me who your mentor is?
 - What I hope you say is...which one?
 - PI
 - Labmates (present and past)
 - Peers
 - Old bosses
 - Folks outside of NIH



Mentoring

- Why do you need a person?
 - Science
 - Career
- What good is this particular person?
- What can they do for you AND what can you do for them?