

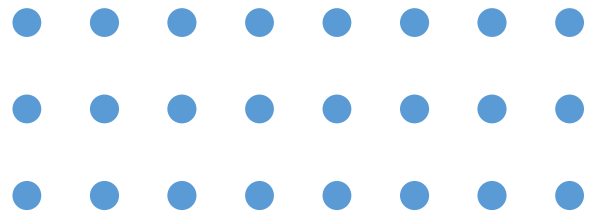


Co-funded by the
Erasmus+ Programme
of the European Union



NURTURING THE NEW FORCE OF ERASMUS CHAMPIONS IN SCHOOL EDUCATION

Module 4. Networking in local/national/international level

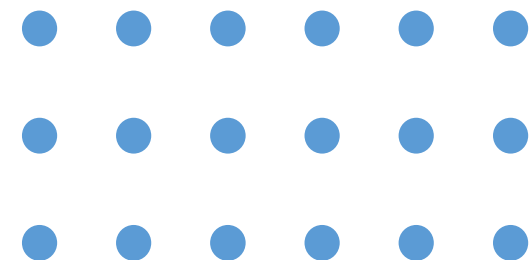


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Objective

This module is built around the objective to support the networking with a **strategic focus on Erasmus+ programmes**. At the end of this module the learner is expected to be **able to implement strategic actions towards the expansion of the school's network**





Knowledge

- To be **aware of the nature** of networking
- To **understand the difference** between simple networking and strategic networking
- To be aware of the networking **benefits** for their personal development



Skills

- To be able to **identify/trace** relevant strategic goals for their school
- To be competent in **mapping** and deploying a strategic network
- To be in the position to **expand** their network towards strategic goals



Competences

- To be able to use **networking techniques** for pursuing the school internationalisation goals
- To **maintain and expand** the network of the schools collaborations
- To **incorporate strategic** thinking in their interactions with colleagues and stakeholders





The program

01 Networking basics

Introduction - Motives behind networking - Forms of networking and benefits

02 Strategic related networking

Basic strategic networking - Setting up strategic networking goals - Expanding your strategic network online

03 Make your partnership





HOBBIES

What is it, that makes your
hobbies so exciting?

Does anyone of you have
a solitary hobby?

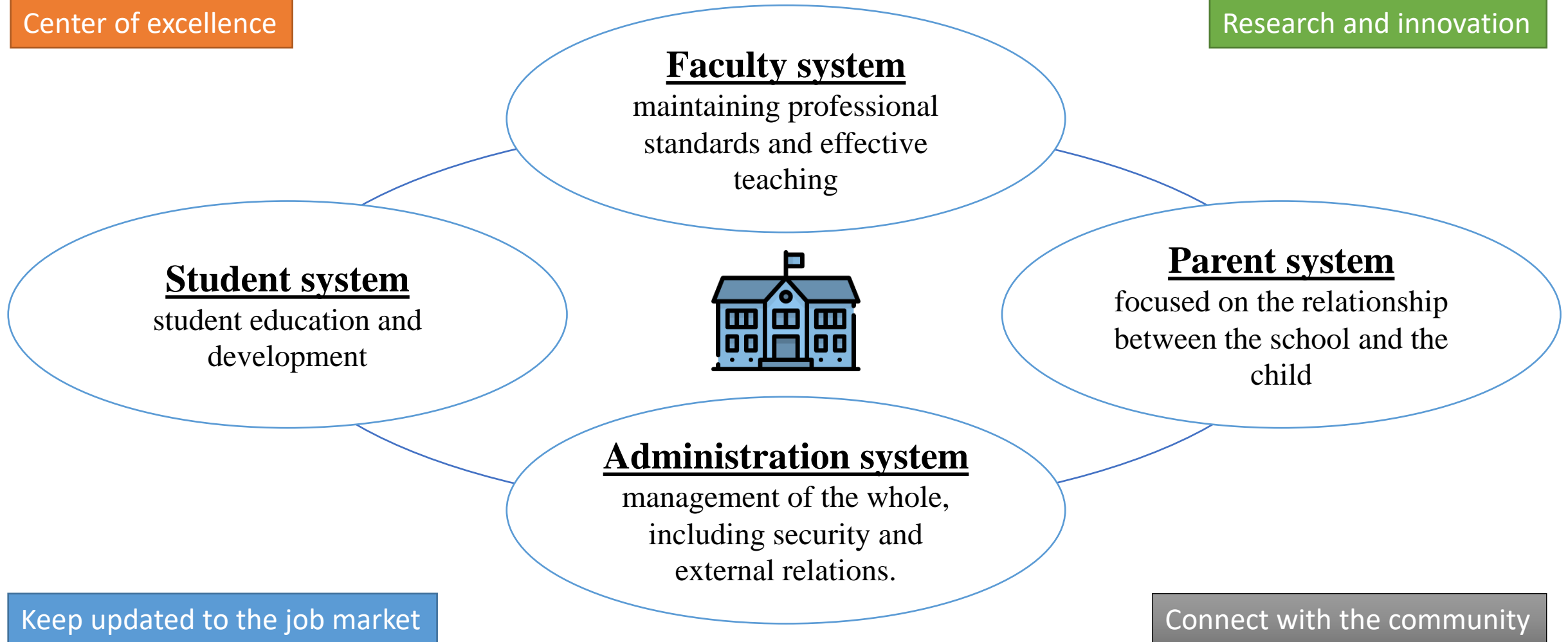


WHY DO WE CONNECT WITH EACH OTHER?

Human beings are inherently social creatures

Center of excellence

Research and innovation



Keep updated to the job market

Connect with the community



What do you think...

**WHICH DO YOU EXPECT TO BE
THE 2 BIGGEST CHALLENGES TO YOUR NETWORKING?**

www.menti.com → 86 91 944



[PPT](#)



The benefits of networking

Private information

A lot of times, you will find out that the right information can be a change maker in a project's **conception**, in the **finding of the right partners**, and/or in encountering the **persons you need** to contact to get things done.



Access to diverse skill sets

By having access to diverse skill sets, you can be more **creative in ideating** thanks to the influence of your contacts, you are more **open minded to new ideas** and in the position to **connect peoples'** or organizations' skills and experience, to bring to life projects that otherwise your school or your team itself lacks the total skills to do.

Power

If you think that you lack the power to start things, because of your position in the organisation, think twice! Because not being in the top of the hierarchy, doesn't mean you cannot **“shift” the attention to new goals and projects**. What you need is to be a broker and connect the dots...



You are not alone...

Central connectors

Well connected, within a team, function, geography, capability or demographic.

Opinion leaders that rapidly engage others to accept new ideas and implementation.

Create alignment within a group through their informal leadership and trusted opinions.

Brokers

Important because of the number of relationships they hold that **bridge organizational boundaries**.

Conduits of information **bringing people and groups together** around a common interest or idea.

Energizers

Enthusiastically **adopt and promote** new ideas and processes.

Their enthusiasm is **contagious, inspiring** others to get involved, share fledgling perspectives or even speak up about concerns.

They are **vital to gaining acceptance** by those implementing or affected by a change.



Forms of networking

	Operational network	Personal network	Strategic network
Network's purpose	Getting work done efficiently; maintaining the capacities and functions required of the group.	Develop professional skills through coaching and mentoring; exchange important referrals and needed outside information.	Figure out future priorities and challenges; get stakeholder support for them.
How to find network members	Identify individuals who can block or support a project.	Participate in professional associations, alumni groups, clubs, and personal-interest communities.	Identify lateral and vertical relationships with other functional and unit managers—people outside your immediate control—who can help you determine how your role and contribution fit into the overall picture.
Location and temporal orientation	Contacts are mostly internal and oriented toward current demands	Contacts are mostly external and oriented toward current interests and future potential interests.	Contacts are internal and external and oriented towards the future.
Players and recruitment	Key contacts are relatively nondiscretionary; they are prescribed mostly by the task and organizational structure, so it is very clear who is relevant.	Key contacts are mostly discretionary; it is not always clear who is relevant.	Key contacts follow from the strategic context and the organizational environment, but specific membership is discretionary; it is not always clear who is relevant.
Network attributes and key behaviors	Depth: building strong working relationships.	Breadth: reaching out to contacts who can make referrals.	Leverage: creating inside-outside links.



Don't forget being strategic...

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P
S

- Recommit to **updating your knowledge** by reading relevant articles, getting outside your organization routinely, and **reconnecting with external contacts**. Learn like this about the new ways in which peer organisations address challenges. Feel energized by this new knowledge and you will see yourself developing sharper views on ideas for your organisation and asking better strategic questions.
- Commit yourself to **attending two key events a year and block them off** on your calendar before it gets filled with other meetings.
- Set aside 30 minutes a week to read relevant articles** and to connect with external resources.
- Make the **discussion of new ideas a recurring agenda item in the team meetings** and ask team members to take turns bringing in a provocative article. Good ideas can come from anyone, and that developing the strategic thinking skills of your direct colleagues will accrue to your benefit as well.
- Block out 30 minutes on your calendar before important meetings** to have time to collect your thoughts before going into meetings so that you can be more prepared, more vocal, and certainly more willing to challenge other's ideas.

The above will allow you to begin to shape your point of view on important issues and identify a few strategic questions to bring up. You will be more aware of your sector news, capable of forming an informed opinion and giving important inputs to meetings and events, as well as more trained in forming new ideas.

Start with questions...

Do you understand your school?

Do you understand how your school's projects actually work?

Can you figure out who has influence in your school?

Understanding of your group and its work

- ▶ What does it do, and how does it do its work?
- ▶ What are its critical success factors?
- ▶ Its key metrics—measures that define progress and success?
- ▶ Whom does it depend on?
- ▶ Who depends on it?

Equally important, you must know where your group is going.

- ▶ What are your plans?
- ▶ Where do you expect to be in a year?
- ▶ In three or more years?
- ▶ How will the future be different from today?
- ▶ How do you plan to get there?
- ▶ What will change along the way?
- ▶ What resources and whose help and support will you need to create the future you want?

It is highly important to **diagnose** your already existing network in order to be able to assess it and identify key points of interest.

Name of contact	Importance (1-3)	Who introduced you to the contact?	To whom you introduced the contact?

If you've introduced yourself to your key contacts more than 65% of the time, then you're probably building your network using the **self-similarity principle and your network may be too inbred**. The self-similarity principle states that, when you make network contacts, you tend to choose people who resemble you

Another obstacle to diversity in networks is the **proximity principle, which holds that people prefer to populate their networks with the people they spend the most time with**

Forge Better Connections: JOIN shared Activities | GO for Brokers

Share—don't hoard—information, point out threats and opportunities, send a heads-up about something of interest, volunteer to help with a problem, actively support others' causes when you can, contribute ideas, give honest and constructive feedback. If you know someone is interested in a subject and you find a good article or podcast that applies, forward it to him.

T

Be a bridge yourself. Act as a link between two members of your network who share some work interest but wouldn't normally connect with each other in the normal course of events.

I

Build coalitions of network members who seek a similar goal.

P

Take opportunities to make a human connection. Ask yourself, “What would I say if the person were standing in front of me?” Say it in a quick call or e-mail. Small, human touches are important.

S

Periodically step back and assess your relationships

Use all interactions to maintain and strengthen your long-term relationships with network members

Talk as candidly as possible about your relationship and how it's working for each of you. Be prepared to hear, without defensiveness, problems they have with you and your group. Be willing to admit errors and misjudgments. The words *I'm sorry* or *I was wrong— I need to learn* may seem trite by themselves. At the right moment, though, they can be transformational.

Avoid unhealthy rivalry. Don't see relationships as opportunities for competition.



Search by Theme

[Erasmus+ Results Platform](#)

Search by Sector

Schools: [School Education Gateway](#) ,
[eTwinning](#),

Adult Education: [EPALE](#) and its
partner search

Youth: [OTLAS](#) from SALTO

VET: [VET Mobility charter
holders](#), [EPALE partner search
function](#)

**Unofficial [Erasmus+ Partner
Finding](#) Facebook page**

Take part in a contact seminar

National Agencies across Europe organize funded international meetings called Transnational Cooperation Activities, or TCAs. They encourage collaboration and sharing of good practice in Erasmus+, and often focus on specific topics in education, training and youth work.

Some events, known as contact seminars, are intended specifically for finding partners and developing project ideas. Contact the [National Agency in your country](#) to find out about TCAs you can apply for.



Why look up to partnering:

Professional Development

- ▶ Personal and professional growth, recognition and job satisfaction
- ▶ Being seen as 'change agent' making an important contribution to society and to your school
- ▶ Gaining invaluable relationship-building skills and being able to facilitate complex interactions between very different players

Partnership Development

- ▶ Pioneering radical and innovative responses to seemingly intractable challenges
- ▶ Procuring significant resources from new sources

Partnership Management

- ▶ Increased confidence for more effective partnering
- ▶ Building robust consortiums capable of overcoming challenges and achieving sustained outcomes
- ▶ Developing a learning culture among partners and within your organisation

Partnership Impact

- ▶ Scaling up a partnership's impact and influence
- ▶ Producing tangible outputs / outcomes (sometimes against considerable odds)

Systems and Policy Impact

- ▶ Transforming opinions and institutional practices
- ▶ Successfully promoting a partnering approach to key others (policy makers, donors, leaders)
- ▶ Contributing to creating an enabling environment for more effective partnering



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Up to the task!

