CREATING YOUR DEVELOPMENTAL NETWORK MAP
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PURPOSE: Create a visual map of your developmental network to reflect upon and assess
Identify areas of strength and gaps in needed support
Imagine future developmental needs and strategize how to find new developers

PROCESS: Generally 60-90 minutes; Facilitator walks around and helps throughout
1. Ask everyone to sit in small groups with people they don't know well already
2. Briefly introduce the broad concept of developmental relationships
3. Utilize a developmental network map exercise (e.g., Murphy & Kram, 2014, ends of chapters 1-4; www.developmentalnetwork.com)
4. Invite participants to reflect on who has helped them grow—provided career, psychosocial, or role modeling support—in their careers
5. Generate an initial list of people, and the types of support they offer
6. Map the relationships in terms of social arenas (e.g., work, family, school, community)
7. Share maps in small groups, identify trends across the group and any individual issues for further analysis
8. Analyze maps using common network metrics, including size, diversity, density (interconnectedness), connections to power, etc.
9. Think about your current goals/opportunities, who in your current developmental network could help, and what help is missing?
10. Imagine your future self, what does your developmental network need to look like to help you get there? Who could you help in the process? Have participants commit to a taking action with a learning partner.

DEBRIEF: This exercise is iterative and the facilitator will be actively involved throughout
1. What is your key take-away from assessing your developmental network?
2. What will you do differently following this session?
3. How can you be an effective learning partner?

READINGS/RESOURCES

Murphy, W. & Kram, K.E. (2014). *Strategic Relationships at Work: Creating your circle of mentors, sponsors, and peers for success in business and life*. New York: McGraw-Hill. www.developmentalnetwork.com

Murphy, W. 2016. How to find a Role Model when None are Obvious. *Harvard Business Review Blog,* June 1.

Shen, Y., **Cotton, R. D.**, & Kram, K. E. (2015). Assembling your personal board of advisors. *MIT Sloan Management Review*.