



## CONSCIOUS NETWORK DESIGN TEMPLATE

Conscious Network Design is a process that allows us to build a robust and wide reaching network from which we can grow a stable and fulfilling career. It was created by One of Many™ and it has been adapted slightly in this template for the corporate woman.

It's based on the premise that whilst we may be able to survive alone it is very hard to thrive; and that our individual success is best achieved with and through others. Especially for women, who we believe have a natural instinct to work together collaboratively.

We believe that to achieve success in our careers, it's important not to focus solely on our network in that area. We should also build our network in other areas of our lives because they all feed into each other. Our health affects our ability to work, financial concerns affect our relationships, the quality of our relationships affect our state of mind and so on.

### Here is how you do it

Look at your network in each of these 4 areas of your life:

Career		Vitality (health, wellbeing)	
who I have	who I need	who I have	who I need
Relationships (intimate, family friends)		Finances (managing money, wealth)	
who I have	who I need	who I have	who I need

And in each area, identify who you have, and who you need, in your network for each of these types of relationships:

Categories of relationship	Explanation / Example
1. Practical help	anyone who provides you with practical help to do the things you can't or don't want to do i.e. a childminder who looks after your kids whilst you're at work; or a copywriter to ghost write articles for you
2. Mentors	have walked the path before you and can guide you on the best way to progress
3. Coach	helps you shift your mindset, access new resources and stay on track to achieve better results



4. Accountability	someone who checks in with you regularly and holds you to account for the commitments you make to yourself and others - this could be a coach, friend or peer
5. Sponsors	have a sincere desire for you to succeed and will do what they can to facilitate that (opening doors, making introductions)
6. Investors	invest time, energy and money to allow you to reach a desired outcome i.e. someone who pays for you to take a professional development course or takes the time to teach you how to use a new software programme
7. Peers	people in a similar situation to you with whom you can share experiences and support
8. Emotional support	A person you trust who will listen or provide guidance when you're experiencing challenges
9. Mentees	Someone who isn't as far along the path as you, who you can help to progress

This process helps you:

- Identify where there are gaps in your network that you need to proactively fill
- Where you already have support which you may not have fully appreciated

**Here are some key principles to follow when nurturing your network:**

1. Tend to your network like a garden - regularly and with care
2. Focus on what you can give before thinking about what you can get from your network - it inspires people to give back to you rather than feeling obliged to
3. Be clear on the value you can and can't provide to your network. This builds trust. If in doubt under promise and over deliver
4. Accept other people's help when it's offered even if you could do it yourself - it cultivates a flow of reciprocity
5. When making a request with a newer relationship, start by asking for something small and easy to provide and build up to bigger requests