

every  
woman

SUPPORT NETWORKS

# THE SECRET TO CAREER SUCCESS

WORKBOOK

[www.everywoman.com](http://www.everywoman.com)

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# About this workbook

At everywoman, we deliver a range of innovative products and resources that unlock the potential and talent of women in business globally. For those women starting out or looking to progress their professions, or build and develop their own enterprise, the everywomanNetwork provides a wealth of personal development resources, advice and inspiration to address the challenges faced at key stages in business. We produce workbooks on topics that matter most to our members and we're constantly listening to your views to give you the tools you need to propel you through your life's work, at a time and place that suits you.

Welcome to our new workbook, *Support Networks: the secret to career success*.

"You're only as good as the people you surround yourself with," is one of Sir Richard Branson's favourite sayings. He often talks about how his success has only come from having a great group of people around him - both professionally and personally. This is true but how often do we take a step back and review our support networks, let alone actively build them?

Support networks are absolutely vital to our wellbeing and happiness - we all need a diverse group of friends who can listen, encourage, advise and help us practically. But support networks are also crucial in our professional lives and can be key to our success. The right professional support network can help build our confidence in the workplace, focus our ambitions, help us fulfil our potential and encourage us to find the balance between work and family. And when we talk about personal life in this workbook, we are talking about it in the broadest sense - you could have small children, parents you look after, (or both), or maybe a sibling or a friend going through a bout of ill health. Whatever your caring responsibilities, this workbook is here to help you build and nurture a network that you can turn to for both continuous support and an emergency boost.

By the end of this workbook you will have taken a step back from your life and audited your current support situation. You will have pinpointed the areas that need attention and, for those in long-term relationships, learnt about The 50/50 mindset - a concept devised by two New York executives. They believe that in order to achieve a successful work-life balance there must be equal participation of both parents in a 50/50 relationship. It has been lauded by Facebook's Sheryl Sandberg as the tool for sharing familial responsibilities. You will also learn how to create your own 'Personal Boardroom' and also how to make the most of your networks by nurturing them.

By undertaking this workbook, you're learning how to bring about small changes that will lead to increased support and balance in both your personal and professional lives. We'd love to know how you get on - email us at [karenmax@everywoman.com](mailto:karenmax@everywoman.com) or tweet us @everywomanuk.

Maxine & Karen

and the everywoman team

You need a variety of people with different personality factors and life experience; someone who is street smart will give you different advice than a Ph.D. You need to get advice from both.”

KARLA BRANDAU, EXECUTIVE COACH AND CEO OF WORKPLACE POWER INSTITUTE <sup>1</sup>

# Your satisfaction audit

This workbook will help you think strategically about building good support networks around you so let's start by auditing the different areas in your personal and professional life and working out where your support network could improve.

## DIAGNOSE WHERE YOU'RE AT

Have a think about these seven categories and how satisfied you are with each.

### Physical environment

Your physical environment includes your home, and everything about it.

### Financial security

Your financial security covers areas such as budgeting, savings, income and investments.

### Health/wellbeing

Your health and wellbeing covers your physical and mental wellbeing.

### Family/friends

Your family and friends section covers the health of your relationship with others, how wide and diverse your friendship group is and the time you have to devote to your loved ones.

### Personal growth

Your personal growth area of life covers your development as a person, how you want to grow as you move through your life. This can include developing your skills, developing your perspective and becoming an expert and thought leader in areas that you have a passion for.

### Fun/recreation

Fun and recreation includes how you spend your downtime, what your leisure and hobbies are and the time you have to devote to them.

### Career

Your career section covers your work/life balance, your aspirations for your career and whether your career gives you purpose.



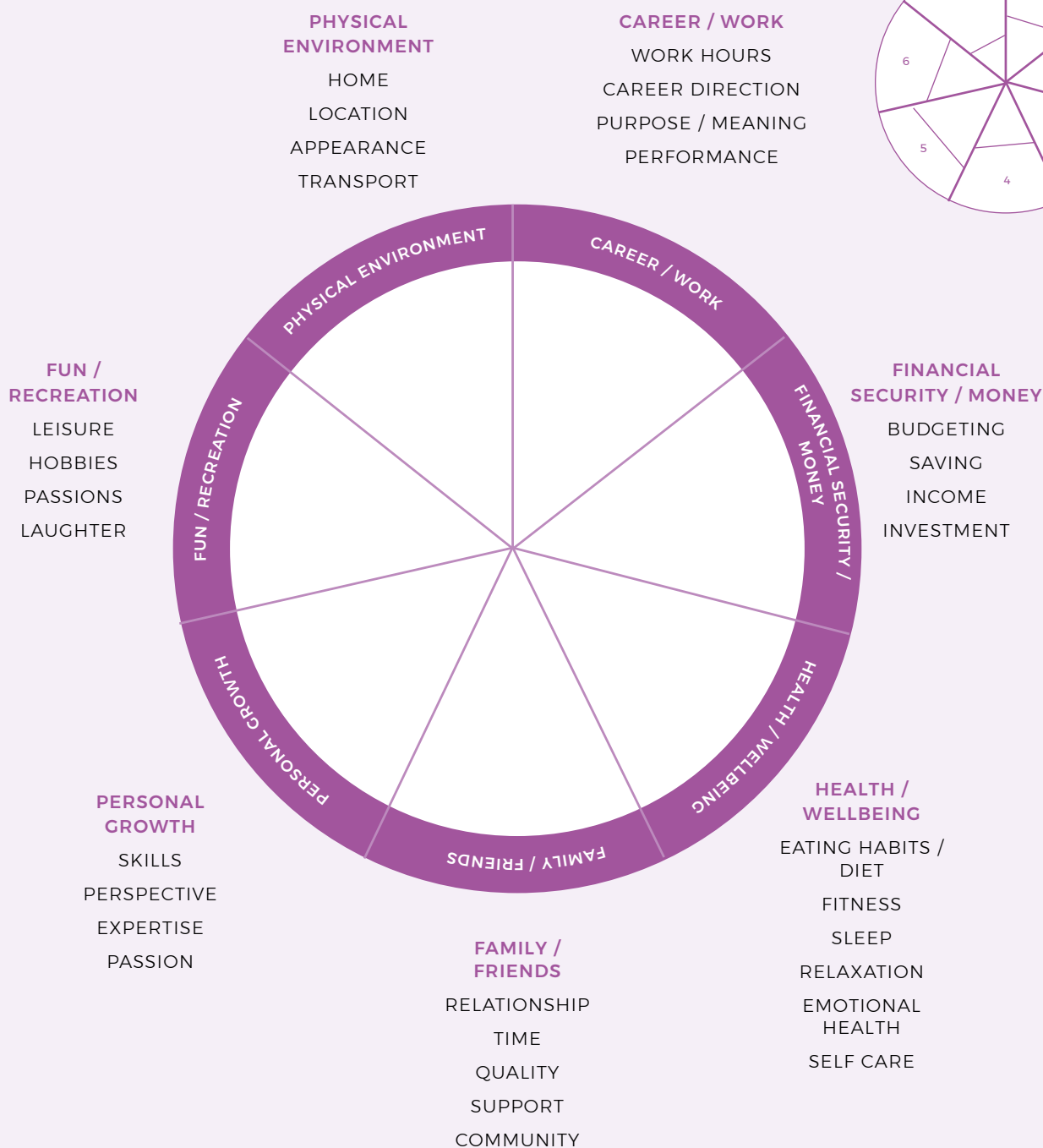


EXERCISE

YOUR PERSONAL AUDIT

Because everyone is an individual, and has different situations and values, it is important you diagnose your satisfaction in these areas yourself.

Rate your satisfaction out of 10 and then draw a line to illustrate (centre being 0, outside 10)





## EXERCISE

**So, we have looked at all of the areas of life that you could work on to see an improvement, rather than make it a huge overhaul, let's take a look at two areas where you want to see the most change and brainstorm how you can make it happen and what people in your network you either need to find or connect with:**

### **Current score**

Removing all barriers, (e.g. time/financial investment) what would this area ideally look like?

AREA 1

AREA 2



## EXERCISE

Now that we've identified the areas and what success looks like, who in your current network can help?

Who do you not currently have in your network that you need to find?

This workbook is about making small, incremental changes. For bigger, life changing transformations, we suggest you seek the support of a professional in the area that is most needing change.



# BUILDING YOUR PERSONAL SUPPORT NETWORK

However you rate the different areas of your life, this workbook will help you to start raising your answer to 10!

Let's look at each of these areas in turn to give you some ideas of how to get to a 10, and what types of people you should connect with to help you increase your satisfaction levels.

## Physical environment

As stated above, this is everything to do with your home life, from security right through to how often you're able to throw the duster around. Someone with a 10 might enjoy the process of cleaning, decorating and DIY, or already have people in their network who can help them. Someone who is less than a 10 will have an area or areas of their physical environment that they will want to address.

For some it will be as simple as looking at their daily schedule and planning time into their week to cover off the cleaning, you may speak with others in your household and ask for some help, or you may be in the position of outsourcing the job, just as you would at work. Is there a possibility that you could delegate the task of redecorating to a professional? Or find the services of a weekly cleaner? Or maybe, in the case of security, you can do some research on relevant internet chat groups or enlist the advice of a security company.

## Financial security

Financial security is to do with the income coming in to your bank and going out in the form of expenses. Someone who is at a 10 will feel that they have enough income to lead a satisfying life, anyone who is not scoring a 10 may have areas of their income, outgoings or savings that are less than satisfactory.

Maybe, like many people, you have everything you need financially to have a satisfactory life, but if the car or boiler broke down, you would struggle to find the funds to fix it. If your score is less than 10, diagnose which specific area of financial security needs help. If you don't have enough income to enjoy life in the way you wish, could you ask for a

salary increase? There is a workbook on the everywomanNetwork about negotiating a salary increase. Or maybe you wish you had more money in savings or less on credit cards? It may sound simple, but start with the facts, write yourself a budget in a spreadsheet, check your bank statements for regular payments going out of your account that you could cancel, and work out how you can divert your existing funds into areas that you would like to improve, such as paying off credit or building your savings. Maybe you could seek advice from a friend in your network who is good with their own budgeting or ask for recommendations for a good financial advisor.

## Health & wellbeing

Someone who scores a 10 in this area is happy with the physical image they project to the world, and rarely entertains negative self-talk. If this is an area where you scored yourself less than a 10, think where you may want to invest more time. If it is your physical image, take a look at your diet or exercise regime to help you make small changes to support your health. You may be able to invest in a gym membership, some exercise DVDs at home or the services of a personal trainer. Many celebrity personal trainers now have Facebook and Instagram pages that you can follow – have a look at Emily Skye and Jillian Michaels. If you find that the way you talk to yourself can be less than positive, find a friend, family member or counsellor that you can talk to and take a look at your friendship group – who makes you feel good? And do you ever find yourself mentally preparing ahead of meeting certain friends because they don't make you feel good? If that is the case, have a think about who you surround yourself with and whether they are adding richness to your life, or taking it away. There is a great workbook on the everywomanNetwork, *60 minutes to wellbeing*, which can help you in this area.

### Family and friends

Those of you who have scored between an 8 and a 10 in this area, will have fairly happy relationships with the people in their life. This segment may not be a 10 because family life rarely runs smoothly – for example maybe you'll be managing young children whilst supporting ageing parents – and it is important to be able to recognise times when you need professional help. If you have recently moved to a new area or had a big change in your life, (change in job, divorce,

having children) your friendship group might not be as big and varied as you would like it to be, think about ways that you can get out there and build your network. Local residents' pages, hobbies, and websites like MeetUp.com can help you to start building your friendship group. Family and friends can help you when you're in a jam, such as running late to pick the kids up, or when your car breaks down. Keeping a good personal support network around you can help navigate life's challenges.

## Personal growth

Personal growth covers development of your personal and professional skills. So while you may be working in your organisation as an HR professional, you may also have a personal passion for photography, psychology or landscape design. It is important that we allow ourselves time to indulge our creativity and personal growth. If you have always wanted to study politics, start by reading up on the subject. Try to find an hour in your week to indulge your passion and find yourself a great mentor who is an expert and will help you to expand your knowledge. The everywomanNetwork workbook *Getting the most out of being mentored* and accompanying webinars will help you to find and approach the right mentor for you. Personal growth can also come in the form of cultivating relationships with people who are different to you in race, gender, culture, sexual orientation or generation; all can bring new perspectives which enhance your overall thinking.

## Fun/recreation

Someone who marks a 10 in this area will have time to indulge in their recreational pursuits and a group of like-minded friends to do it with. This is the area of your life where you take time out to have fun, for some it will be getting together with friends over coffee or wine, for others it will be getting lost in a book. Recreational events can take many form – they will make you feel light, relaxed and unburdened.

## Career/work

Someone who has marked this area as a 10 is someone who has reached where they want to be in their career. Some of us don't want to reach the boardroom – you may be happy with your career journey or maybe your job helps you fulfil another, more important area of your life. For those that have scored lower than a 10, you will likely have a pretty good idea of why you are scoring lower and where a great mentor will help you to navigate yourself into the position you want. Our mentoring resources will help you find that mentor. Also have a look at the *Career planning workbook* and *Managing upwards*. Think about your aspirations and, if relevant, how you can have the conversation with your line manager about where you see yourself in two years' time.

## VIRTUAL SUPPORT

And it's not just human support that can help raise your satisfaction scores, technology can offer support too

1

Online shopping is an obvious one and, with many places now offering same-day delivery and specific delivery slots, it can make life so much easier. Tesco, Sainsbury's, Ocado, Waitrose, Morrisons all have great apps.

Also look at the companies delivering ingredients and recipe for you to make a meal from scratch. Check out **Gousto** - gousto.co.uk and **Simply Cook** - simplycook.com

2

If you, or your parent, is in need of a haircut or beauty treatment it's very easy to book a mobile therapist, saving you the time and hassle of taking an elderly parent out of the home. Check out **Blow Ltd** - blowltd.com and **Missbeez** - missbeez.com

3

Many of us have grown up with online videos and exercise apps so, if you don't have time to go to the gym or book yourself into a class, simply check out and follow classes on YouTube such as **7 minute workout** - minworkoutapp.net and **Qinetic** - qinetic.com

4

Make good use too of your mobile phone apps - there are apps such as **Doodle** - <https://doodle.com> and **Acuity Scheduling** - <https://acuityscheduling.com> that can diarise all your important meetings. And if you need reminding to give medication to your relative try **MyMeds Medication Management** - [my-meds.com](http://my-meds.com) and **Medisafe Pill Reminder** - [medisafe.com](http://medisafe.com)



### TAKE AWAY

Our lives are made up of many different parts - this is so enriching but it can also be stressful. It's important to regularly take a step back and objectively work out which areas are bringing you joy, which areas are becoming harder work than you want them to be and which areas could do with a little support. This will help keep your life balanced so that you can focus on reaching balance and fulfilling your potential. Revisit this workbook often, a yearly audit of areas that are enriching and those that are not and put in place the relevant action plan.

## The 50/50 relationship

A 50/50 relationship is where the couple believe that both dreams count. That careers are equally important to men and women.<sup>ii</sup> This doesn't necessarily mean every day – so there may be times when one partner does 80 per cent of the home and/or childcare and the other does 80 per cent of the earning or vice versa but over the course of a career, the batons are passed back and forth so that both can maintain successful careers and strong bonds with their family.

Writing in the introduction of her book, Sharon Meers explains how as a child of divorced parents, she assumed she'd always earn her own living and how no-one she dated could miss the point<sup>iii</sup>. She grilled boyfriends for double standards and gave them books such as *The Women's Room* and *The Feminine Mystique*.

On her first date with her future husband Steve he had said: "Women are more nurturing and should stay home with kids for a few years". Needless to say that evening did not end well.

But Steve was curious so he asked Sharon to put her thoughts on paper. "I want my husband to share every part of parenting with me 50/50. How do you feel about this?" Sharon wrote. Steve wasn't sure but kept an open mind until he and Sharon found a vision they could share.

Years later, as managing director of Goldman Sachs, she joined forces with

Joanna Strober, who at the time was a managing director at an investment management firm, to begin giving lectures at Stanford Graduate School of Business about their experiences as working mothers. They noticed that students were asking two questions<sup>iv</sup>: "How can we succeed in the lives we're training for?" and "why don't we see more examples of men and women who enjoy the dual-career life who can show us a clear path?"

They realised how much fear, uncertainty and doubt was out there amongst young women and wanted to change that<sup>v</sup>.

So they wrote their book to answer these questions and offer real world solutions for parents who want to get ahead in their careers and still get to their children's football matches. How to achieve a 50/50 relationship and the benefits of being in one are explained in Sharon and Joanna's book *Getting to 50/50: How working parents can have it all*.



## EXERCISE

**Make a list of all the things you want to do 50/50 with your partner. This could be anything from childcare to cooking meals in the evening to booking holidays. Get them to do the same then sit and discuss with each other what you can do or change:**

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## EXERCISE

**When talking about these shared goals, replace the “I” with “We” and visualise yourselves as equally valuable partners. Then talk about who will do what as soon as you can – and make it a lifelong discussion. Remember when both parents are engaged at home as equally as their wives, the workplace becomes a more family friendly environment for everyone.**

## THE BENEFITS OF A 50/50 RELATIONSHIP AND HOW YOU CAN ACHIEVE IT

One of the main issues the book looks at is the guilt women feel if they go back to work but research from the National Institute of Child Health and Human Development (NICHD)<sup>vi</sup> concluded that kids with 100% maternal care fare no better than kids who spend time in child care.

There are also several other benefits to children who have two working parents. The National Survey of Children, an 11-year study involving 584 kids in two-parent families found that<sup>vii</sup> “paternal involvement in childhood was associated with adult children’s higher economic-educational achievement and lower delinquency, whereas maternal involvement was not.”

Women who work, whether full time, part time or flexible hours are happier than those who don’t. A study of 10,000 women in the UK found<sup>viii</sup> ‘women with children are significantly happier if they have a job’. Meanwhile, studies of Stanford engineers show that teams with a critical mass of women perform better.

A study of marriage statistics since 1985 has found<sup>ix</sup> that US couples who share housework and money had a 50% lower divorce risk.

Meanwhile, a 2012 study found that<sup>x</sup> men with working wives are more likely to value female colleagues – and to support them. And the more women reach the top, the better women do generally.



## TAKEAWAY

To get to 50/50, we must fully commit to letting other members of the family do half the caring responsibilities and relinquish some control. Vocalising needs at home and at work brings a better chance of an enriched home life and a fulfilling career.



# Your professional support network

Networking can be invaluable when it comes to career progress. It is also informative, inspiring and fun and a tool that many successful women cite as having played a big part in their journey to the top.



“I always believed that one woman’s success can only help another woman’s success.”

GLORIA VANDERBILT <sup>x1</sup>

## THE DEMAND FOR WOMEN-ONLY NETWORKS

Between 2008 and 2011, 80% of people entering self-employment were female.<sup>xii</sup>

In 2016, 46% of the UK workforce was female, while 27% of FTSE 100 directorships<sup>xiii</sup> are now held by women. We have also seen a rise in demand for women-only networks where women can find valuable business contacts, get expert advice and make new friends.

Sixteen percent of female business founders<sup>xiv</sup> say their highest need is to expand networks, 45% of businesswomen<sup>xv</sup> think greater access to peer networking groups would help them grow their business and 35% of businesswomen<sup>xvi</sup> think having a professional, feminine environment to work and meet in would do the same.

## YOUR PERSONAL BOARDROOM

In 2012 Zella King and Amanda Scott joined forces after they discovered a shared desire to create something practical that could help people build the network they needed to succeed – an area of life that is important but difficult to navigate. They set up Personal Boardroom with this in mind. It revolves around 12 network roles<sup>xvii</sup> that they say are needed in a strong network:

1

### Customer voice

Someone who helps you understand markets, customers and business opportunities.

2

### Expert

Someone who gives you advice based on their sector and challenge-specific expertise.

3

### Inspirer

Someone who inspires new ideas and brings fresh thinking.

4

### Navigator

Someone who can tell you who you need to know and who does what.

5

### Unlocker

Someone who can provide access to resources that include money, data and people's time.

6

### Sponsor

Someone who speaks out to endorse you and your ideas to senior or important people.

7

### Influencer

Someone who works behind the scenes to win support and helps you get things done.

8

### Connector

Someone who makes introductions and connects you with people who can help you.

9

### Improver

Someone who gives candid, constructive feedback on your performance and development.

10

### Challenger

Someone who challenges your decisions and thinking in a supportive way and helps you see your errors and blind spots.

11

### Nerve-giver

Someone who strengthens your resolve at difficult times and gives you a sense of purpose.

12

### Anchor

Someone who keeps you grounded and holds you to account for the balance between your work and the rest of your life.



EXERCISE

**Who is in your personal boardroom?**

Using the list of 12 that we have just described, write down the names of people you know who could fulfil these roles. They may be friends or work colleagues. If you have gaps, reach out to your current network to ask for suggestions:

ROLE	WHO CAN HELP
CUSTOMER VOICE	
EXPERT	
INSPIRER	
NAVIGATOR	
UNLOCKER	
SPONSOR	
INFLUENCER	
CONNECTOR	
IMPROVER	
CHALLENGER	
NERVE-GIVER	
ANCHOR	

# TIPS ON HOW TO CREATE YOUR PERSONAL BOARD AND SUPPORT NETWORK

Getting your support network right is vital. It can help with both your confidence and success at work. However, what is right for one person may not work for another. Here are some tips on how to create a network that works for you:

1

## Make an army

“Everyone needs their own personal army of foot soldiers ready to come marching quickstep to your aid when you need them. Having a list of reliable, professional contacts to hand is fundamental in order to feel on top of things (or at least let you know people who can help you get there),” says Sophie Cornish, co-founder of Not on the High Street. <sup>xviii</sup>

2

## Don't forget your personal network

“From the childminder to the friend who collects the children from school if you are stuck; the hairdresser who gives you the best results when you need to feel good and the seamstress who can fix a loose hem or tear in your favourite dress. Write your own little black book.” Sophie Cornish, co-founder of Not on the High Street <sup>xix</sup>

3

## If you choose a mentor, choose wisely

Carrie Green, founder of the Female Entrepreneur Association advises,<sup>xx</sup> “You need someone who resonates with you and has relevant experience in what you want to do. Also think about adopting some ‘success models’ – people whose success strategies you can introduce into your day-to-day.”

4

## Look online

Online social networks can be invaluable when it comes to getting support and connecting with like-minded people.



EXERCISE

### Create your little black (networking) book

Sophie Cornish from Not on the High Street says,<sup>xxi</sup> “You should gather all the names, email addresses and telephone numbers of your contacts into a single list and have it saved on your desktop, with maybe a copy handy in case anyone else needs it. That’s your support network – you may not call on it too often but it will always help to know it’s there.”:

NAME	EMAIL	PHONE	SOCIAL



### TAKE AWAY

Having a strong professional network is just as invaluable as having a personal one. Make the most of what colleagues and mentors can offer by seeking their advice and expertise when you need, but remember to offer it back in return.

# Nurturing your networks

Now you have started to create your professional networks, it's important to nurture and build them. Collaboration and compassion are key here, as is regular contact. As with all relationships, you reap what you sow...

## A circle of trust

When it comes to friends and family, the strongest relationships are built on trust – and the same applies to your professional network. Successful professional networks are built on solid trusting relationships that are valuable to everyone involved. It's important to have a mindset that allows you to give as much in time and effort as you expect in return.

“When you look at successful women, they have other women who have supported them, and they've gotten to where they are because of those women.”

SHERYL SANDBERG <sup>XXII</sup>



## EXERCISE

### Your professional network goals

Think about what you really want to get out of your network and write it down. It could be friendship or advice, mentoring or introductions to new people. Whatever your goals, it's good to write them down:

1

---

2

---

3

---

4

---

5

Now consider how much time and effort you can dedicate to your network. Do you need to diarise calls or Skype sessions? Could you meet for dinner every month? Have a think what you personally need and could give and then discuss with your network when you next meet:



## ASKING FOR AND GIVING HELP

Asking for help can sometimes be hard but remember we are all human and at some point everyone needs a helping hand.

Once you start building a powerful network you can start to support those in your network. Ask how you can help: do they need what you can offer and provide? What doors can you open? What introductions and connections can you make for

them? Think about ways you can help the people in your community thrive and grow.

Regularly engaging with your contacts and finding opportunities to assist them helps to strengthen your relationships and builds trust. By doing this, you sow the seeds for reciprocal assistance when you need help to achieve your goals and it may give you a sense of wellbeing.



### EXERCISE

#### How can you help?

Write down the names of the people in your professional network in column 1 and then, in column 2 think of ways you can help them:

1	
2	
3	
4	
5	
6	
7	
8	



EXERCISE

**What do you need?**

Now think about areas where you need help. This could be advice on a specific issue or feedback about how you come across to others. Whatever it is, jot down five areas - these will help focus you when you meet:

1

---

2

---

3

---

4

---

5

## CONSTRUCTIVE CRITICISM

It's natural to fear tricky conversations. We don't want to make matters worse, and fear being attacked back. However, when we practice compassion and treat others with respect, conversations are rarely as difficult as we expect. The same applies when asking for constructive criticism – be brave and just go for it.

Not many of us like giving criticism and most of us aren't too keen on receiving it. But, opening yourself up to hearing how you can develop and grow is essential to your success. Ask about your communication style, your relationship skills, your personal presence and public image, your reputation, your business planning approaches, your marketing efforts, your financial planning – about anything that matters to you and your career. Honest, open feedback from people you admire and respect can give you the critical information you need to help you revise your course and create more success.

Remember: when someone has given you feedback, always thank them. It's a simple but powerful way of keeping the relationship healthy.

"Good listeners have a huge advantage. For one, when they engage in conversation, they make people 'feel' heard. They 'feel' that someone really understands their wants, needs and desires. And for good reason; a good listener does care to understand."

SIMON SINEK <sup>xxiii</sup>

## NURTURING YOUR NETWORKS

By now you have learnt how to build the right personal and professional network to help you fulfil your potential. The crucial thing now is to continue to nurture and grow your networks. If you truly respect the people in your networks, make sure you don't contact them only in a moment of need. Social media is a great way of keeping in touch; it's not the same as conversing in person but you can be generous by congratulating them on good news and reposting content your contacts have created on LinkedIn

or retweeting blogs and articles they've highlighted.

Remember: nothing beats some face-to-face time and it's worth discussing and agreeing how you are going to do this. Everyone has time pressures so whatever you agree on needs to work for you all. Be creative in your thinking – if dinner once a month is too difficult to organise, move it to every three months and see if you can meet up for breakfast or a lunchtime walk from time to time. Some clever multitasking and a little planning can go a very long way.



**EXERCISE**

**Discuss together the best way for your network to meet and share ideas.  
Write below what you have agreed - remember to include virtual  
ways of communicating as well as face to face meetings:**

1  
\_\_\_\_\_

2  
\_\_\_\_\_

3  
\_\_\_\_\_

4  
\_\_\_\_\_

5  
\_\_\_\_\_



**TAKE AWAY**

Remember the “Law of Reciprocity”: whatever form of value you give your networking group - be it introductions, mentoring, advice or sales leads, you are likely to receive the same or greater value in return. Just make sure you give genuinely and with an open heart.

We should always have three friends in our lives: one who walks ahead who we look up to and follow, one who walks beside us, who is with us every step of our journey, and then one who we reach back for and bring along after we've cleared the way.”

MICHELLE OBAMA <sup>XXIV</sup>

# Your personal action plan

- 1 Where do you need support the most? Is it at home or at work or even a bit of both? Pinpoint the areas you are struggling with then make a plan as to who can help



- 2 Take a look at your support network and think about who you go to for help and advice. Is there someone you go to more than others? Are there others you could perhaps turn to more often? Make a list so you can get the most out of your network

- 3 Think about how often you go to networking events; should you increase this? Are there any online networks you can join? Think about what you can gain from networking more and look at what works for you

- 4 Is there anyone you can offer support to, either personally or professionally? Offer someone some help or perhaps consider being a mentor as the relationship will work both ways

- 5 Create your own personal boardroom - seek out key roles and try to work with every single person going forward

# everywoman Experts

everywoman creates resources on topics that matter most to our Network members. We draw on member surveys and the latest thinking from the academic and business worlds, as well our own experiences as we navigate our careers. Each workbook offers practical advice, enabling tangible actions for your daily working lives.



## MAXINE BENSON, MBE & KAREN GILL, MBE

Co-founders of everywoman, Karen and Max have spoken to thousands of women about the challenges they face at work. Through their own experiences of starting a business, they uncovered a real need for a network where female entrepreneurs and businesswomen could interact and share experiences. The everywomanNetwork, launched in 2013, serves as a truly global tool to enable members the world over to propel their careers through online membership.

### EVERYWOMAN WORKBOOK TEAM

Lysanne Currie, Editor

Kate Farrow, Head of Partnerships

Denise McQuaid, Commercial and Strategy Director

Any topics you'd like to see covered on the everywomanNetwork?

We'd love to hear from you: [contact@everywoman.com](mailto:contact@everywoman.com)



# Further reading

## Everywoman network resources

<https://www.everywoman.com/my-development/learning-areas/articles/maintaining-networks>

<https://www.everywoman.com/my-development/learning-areas/articles/margaret-kennedy-regional-director-rbs-managing-time-and>

<https://www.everywoman.com/my-development/learning-areas/articles/importance-workplace-allies>

## External sources

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## Books

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*Who is in your Personal Boardroom? How to choose people, assign roles and have conversations with purpose*, Zella King and Amanda Scott (CreateSpace Independent Publishing Platform)

*Lean In: Women, Work, and the Will to Lead*, Sheryl Sandberg (WH Allen)

*Thrive: The Third Metric to Redefining Success and Creating a Happier Life*, Arianna Huffington (WH Allen)

*We: A Manifesto for Women Everywhere*, Gillian Anderson and Jennifer Nadel (Harper Thorsons)

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## Endnotes

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