

## **A story of networking and relationship building perfection whilst in Career Transition.**

If you are in career transition or looking for your next role, then this article is for you to learn from, with regards to how to build relationships and network to find your next role.

I meet a lot of people in my work to whom the idea of networking or building new relationships for the purpose of finding a role, or changing roles, is seen as extremely hard and also not something they choose to do, as they do not want to 'sell themselves'. Networking is not selling yourself; it is about building relationships, seeking advice and offering possibilities to others.

Regardless of what you are looking for, building relationships, and asking for advice is critical to getting your next role. The advertised market will be at most 50% of your search if the role you are looking for is less senior, and as the roles are more senior the % of advertised roles reduce in likelihood. At a CEO level it is near 99% networking vs advertised likelihood for your next role, and at the C Level say 90%.

What is shared below is word for word, off my linked in messages, a conversation with @Emily Mineo, who I had never met before I delivered the keynote presentation to the opening of the SCLAA Vic Mentoring Programme on 3rd June 2020. Emily has kindly agreed to me sharing this for others to learn from. Her messages are in italics -

*Hi Conor, Thank you for your talk tonight on the SCLAA event via Zoom. A lot of what you mentioned hit home for me and I could completely relate. Look forward to keeping in touch and hopefully we can meet face to face one time. Kind regards Emily Mineo*

Thanks Emily, it's a pleasure to be connected. Let me know if I can support you in any way. I hope what I share on Linked In helps too. Regards, Conor

*Thank you Conor, appreciate it, would be great to catch up one time and understand your career journey and hear what you would tell your younger self knowing what you know now.*

Hi Emily, I would be very happy to catch up - can we schedule something w/c 15th June? Regards, Conor

*Morning Conor, Sounds great let's lock it in. What time best suits you? I am very flexible with my day. I am based in St Kilda but happy to head out your part of town. Kind regards Emily*

Hi Emily, I hope you had a great long weekend. Rather than catching up face to face given the times, are you okay to catch up for a zoom coffee in the next few weeks? Cheers, Conor

*Hi Conor, was a lovely long weekend hope you had a good time too. More than happy to have a zoom coffee catch up. Regards, Emily*

That's great to hear. How is 3pm on Friday 19th? What is your email address?

*Sounds perfect – xxxxx Look forward to speaking then.*

zoom invite sent :)

**BREAK IN LINKED IN MESSAGES – we spoke in the zoom call and I shared with Emily my story and, after listening to what Emily was interested in and looking for, I approached a number of my ex supply chain colleagues in Sales and Operational Planning and asked if they would kindly speak to Emily to support her learning and her research. They did!**

☑ Hi Emily, I hope you had a great weekend. XXXX is another leader in S&OP, so I hope that is a good conversation too. I am still waiting on XXXX. Your follow up to the others has been 1st class. Cheers, Conor

☑ Hi Emily, not sure exactly what an ERP analyst is in this context, but this link may be worth following up on? Cheers, Conor

☑ *Hi Conor, Thank you for sending this through. I will look into it and see if it something that grabs my attention. I haven't heard of one myself. Regards, Emily*

☑ 

☑ *Hi Conor, I want to say a huge thank you, the journey of learning and networking that I have been on since our chat has been amazing. Not only have the people you have connected me with have been incredible, also other people I have reached out too. This brings me to your saying that has stuck with me the whole journey, "if I ask for a job, I will get advice...if I ask for advice, I will get a job". Always was hearing it on every call, every message and job application I put forward as well. Tonight I come with great news, I have accepted a job at a leading marketer and manufacturer of premium branded products as a Demand Manager (I start next week). It is true, it is not what you know, it is who you know and how to build relationships. Well, it all started with our conversation and you putting me in touch with XXXX. I learnt much more from him than I thought I would in our first call, which from that ended up being referred onto this Company from him. I guess as they say in the industry, "and the rest is now history". I want to say a huge thank you for everything you taught me in our call, helping me discover my passions in the industry and most importantly putting me in touch with some amazing Supply Chain professionals. Also, can I possibly use your quote that stayed with me on my journey in a presentation I am doing with the SCLAA this Friday? Hope all is well on your end, and I will be in touch soon. Kind regards Emily Mineo*

☑ Hi Emily, Congratulations!!! I am so glad that everything has worked out for you - I may have supported you, along with XXXX and the others, however you have done the work. Of course, you can use my quote - it would be an honour. Please stay in touch. I assume XXXX is in the loop? Regards, Conor

☑ Hi Emily - how did you go today with the SCLAA? Also, is it possible that I can use your message as a post about what good likes like when someone is in career transition? You are the A1 model student! When do you start at your new company? Cheers, Conor

☑ *Hi Conor, Thank you! XXXX was in the loop not long after the company offered it to me haha, he actually beat me to emailing him. Presentation is at 4pm today, so just making sure my slides are working and ready to go. Feels like it should go well, I did a similar presentation at the start of the month to the Supply Chain Channel. Of course you can, just keep in mind in my presentation I am not name dropping the company, only because I haven't had my first day yet! I start this coming Monday. Look forward to keeping in touch :) Cheers, Emily*

☑ Hi, I won't post til you start and I will send you a draft before I do, so you are okay with it. Good luck at 4 and good luck on Monday. Have a glass of something bubbly to congratulate yourself and acknowledge your great work. :)

☑ *Sounds like a plan :) thank you Conor. Bubbly went in the fridge last night so it was extra cold for tonight. Enjoy your weekend ahead, hopefully the sun stays out for us in Melbourne. :) Regards, Emily*

☑ 

Emily started at her new Company on Monday 3<sup>rd</sup> August having only reached out to me on Tuesday 3<sup>rd</sup> June, after her previous role was retrenched on the outbreak of Covid-19. She is not changing her profile until she has got passed her probationary period, which I understand.

My friends, this is how to network, build relationships and do the hard work to find your next role. It is possible as long as you are prepared to have the courage to put yourself 'out there' and make yourself known. People will want to help you find what you are looking for, because they want to help their network succeed too. That is exactly what happened here – a senior supply chain professional introduced Emily to a senior supply chain professional in his network to support that person. Remember - you are an offer to someone else's problem and by building relationships you will find the person whose problem you can solve.

I am told by my contact who introduced Emily to this company, that it was an example of "hiring on attitude and aptitude". Clearly Emily solved a problem for them somewhere in their supply chain.

As I say to my clients, as well as the quote Emily has shared above, "people will help you find what you are looking for, they won't help you work out what you are looking for". It is for you to know what you are looking for and then go out there and build relationships by seeking advice and researching.

A client once gave me the metaphor of networking and relationship building as sowing seeds - once you have sowed those seeds, then it is your responsibility to keep watering them. They will shoot up from the ground if you nurture them and respect them. I know this, as this ex client told me only today that she has been doing just that and ended back at the Company she was retrenched from because they needed her skillset in Covid. She was asked back because she had continued to nurture and water those seeds that she planted many months ago when she left that Company pre Covid.

I do hope these stories help you get out there and start building relationships in your search for a new role. It works, even in Covid time!

Happy to chat if you want to find out more.

Cheers, Conor

**August 2020**