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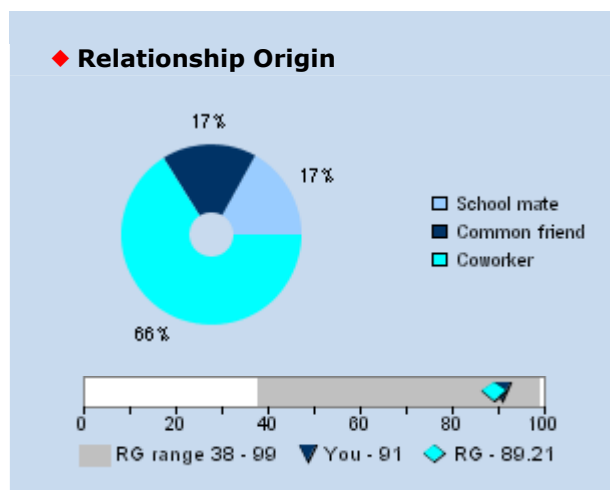
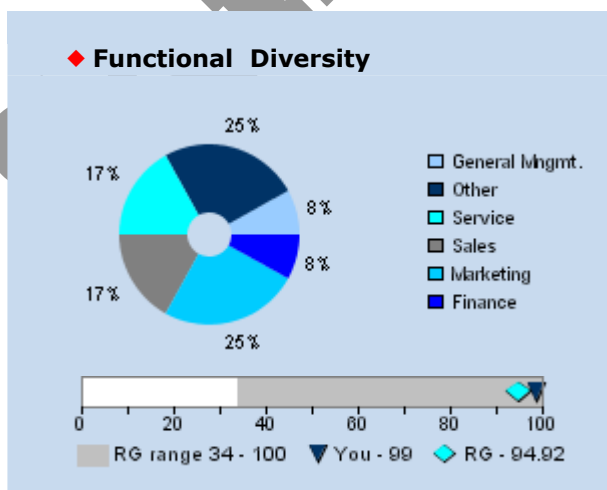
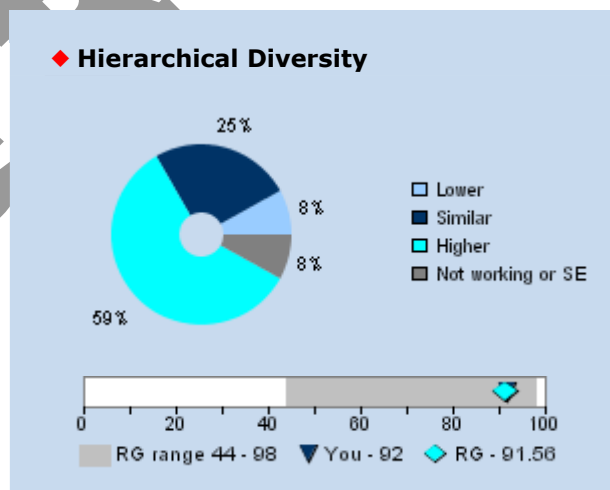
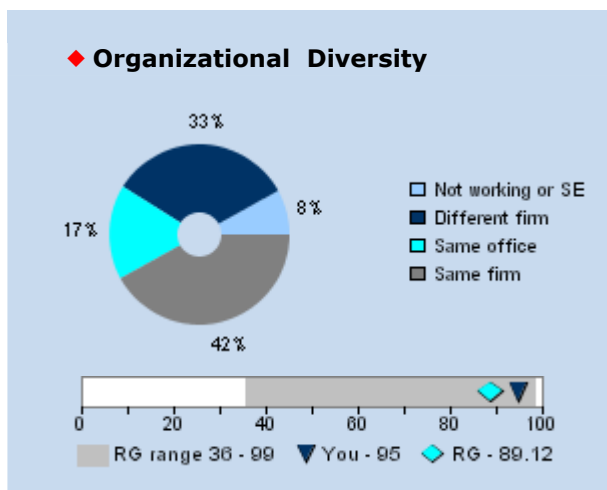
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## The depth of your network

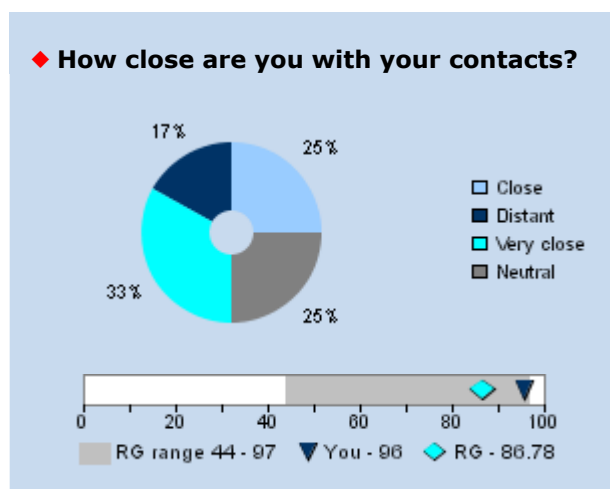
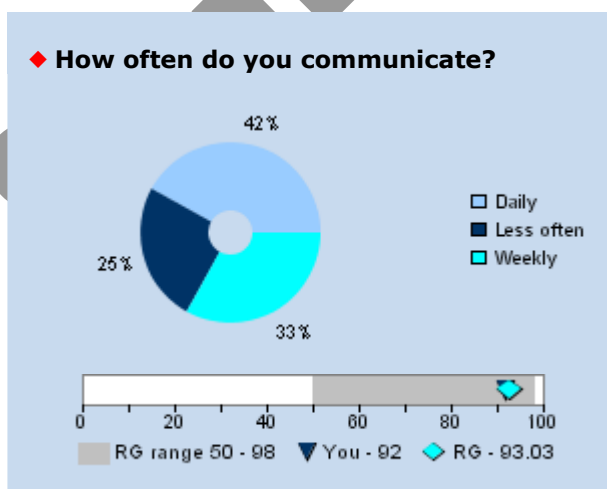
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## The structure of your network

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### Visualizing the structure of your network

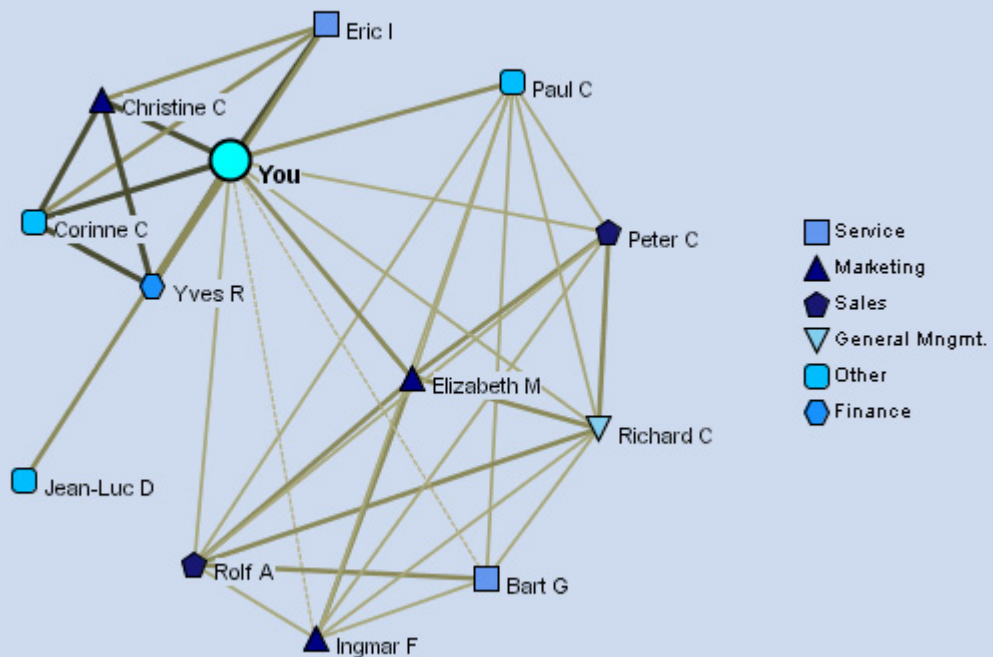
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### ◆ A graphic representation of your network



## Styles of social capital

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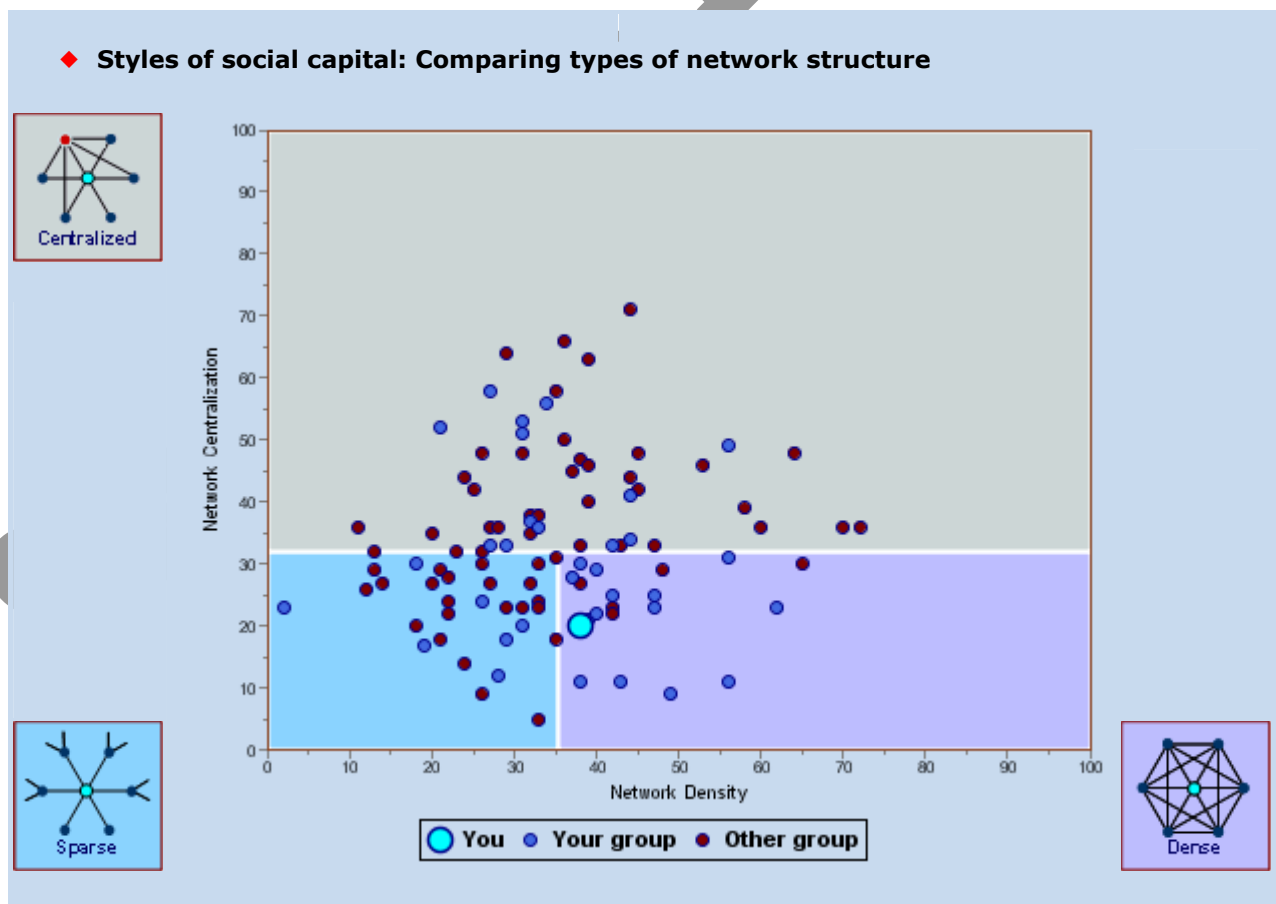
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### Dense networks

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## The benefits you get from your network

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### BENEFITS YOUR CONTACTS MAY PROVIDE

- **Job help:** the contact is someone you turn to for help with your daily job, to meet a tight schedule or to get a handle on a technical problem
- **Access:** your contact helps you get access to influential people whom you would not reach without this contact's mediation
- **Emotional:** the contact provides you with valuable feedback and emotional support to help you cope with stressful situations at work
- **Political:** the contact supports your initiatives by granting you the resources, permission, or legitimacy necessary to move forward
- **Information and ideas:** the contact is a source of information and ideas that help you solve problems or identify new opportunities

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Even if we are not aware of it, we are constantly shaping our network. When we answer a request from a colleague, reject an invitation to a professional meeting, or stay in touch with an old friend, we are implicitly making networking decisions. But actively managing our professional network is not easy. We may even find it awkward. Left alone, however, most networks would become too homogeneous, too dense, or render people too dependent on a few contacts. Instead of benefiting from its social capital, we may become trapped in our own net. Leaders need to manage the social capital of their networks, because this capital is one of the foundations of successful leadership.

◆ The benefits you obtain from your contacts

Contact	Technical Support	Influential Access	Emotional Support	Political support	Solves Problems	Difficult to Replace	Dependence
Christine C							9
Bart G							4
Rolf A							22
Yves R							25
Jean-Luc D							8
Peter C							8
Eric I							20
Paul C							52
Richard C							48
Elizabeth M							76
Ingmar F							16
Corinne C							10
Your BCI	21	16	16	16	10	10	
RG's BCI	12.51	13.29	11.7	16.7	11.27	9.51	

Sam