

FRIDAY *Oph*

# BUILD YOUR TALENT TRIBE

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Your tribe is an opportunity to reach out to people that can help you, challenge you, inspire you and have your back when needed.

Go for diversity in terms of professional background, values, behavior, values, age, mindset and so on.

Remember, that no one is more skilled, wiser or have the experience than a larger crowd, so when building a talent tribe you tap into to this extra that can be hard to do or understand yourself.

Too often we see talented people trying to accomplish everything by themselves which can be done faster and with more depth, reaching out to other people.



This will impact the strength of you network, your development and professional impact.



4-6 people beside yourself.



2 hour with a person in your tribe every second month. Also with the opportunity to meet up with more of the tribe members at the same time.

# GETTING INTO THE MINDSET

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## START AT THE CORE

Start by adding value to your tribe and earn the right to get something from them. Start by giving something of yourself, your knowledge, your experience. Something that adds value to other people, and they will add value to you.

## DO YOU REALLY WANT RELATIONSHIPS?

If you are only in it for the transaction and to get something from your tribe (insights, experience, time, network etc.), please stop right now. You must be in it for the people side as well. Transactions works - but only short-term. Relationships can last longer when kept alive.

## BE REAL – DON'T BE A ROLEPLAYER

Share your purpose, share your strengths, your doubts, pitfalls and people will trust you.

We all have stuff that are difficult or holding us back. Share them and people will help out.

## TAKE A LONG-TERM APPROACH

See it as a process evolving over time. Your tribe will develop and you will become more precise in how to work with your tribe as your reality changes.

## MAKE YOUR OWN PERSONAL BOARD OF DIRECTORS

Go for a small informal group of 4-6 people inside and outside your company. Go for people who supports you, people who can be sponsors and advocate for you and people who can challenge you in a constructive way.

## UNDERSTAND SELF-AWARENESS

Self-awareness is not only knowing yourself. The other half is how well you understand how other people see you. How do people feel when you enter and leave a room? How much energy do you bring or take out when interacting with others? All these elements can be learned – but very often only from the outside-in.

# 5 STEPS TO MOVE FORWARD

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## 01 THE PURPOSE OF MY TRIBE?

Why should I have a tribe? What is the overall **ambition** of having a tribe?

## 02 WHAT DOES GOOD LOOK LIKE?

The specific **effects** of building a tribe?  
My tribe is a **success** when...?

## 03 WHO DO I NEED?

Who could be my: **motivater, challenger, network-broker, expert, visionary, strategist**?

## 04 WHAT DEFINES THE TRIBE?

What should be the guiding **principles**? The **values** of the tribe? The specific **actions** that will make the ambitions real?

## 05 HOW DO WE DO IT?

How and when do we meet up and about what? When do I meet just one member of the tribe and about what?

# WHAT CAN YOU DO NOW?

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## PEOPLE FOLLOW PEOPLE

A tribe of people can be very useful to accelerate your career, develop your talents further and give you new and fresh perspectives.

You will most likely also find it way more inspiring, faster and valuable instead of doing the most on your own. Learning and development is a very social thing that we must embrace if we want to go really far and get the most out of the process as well.

We have build many talent tribes in and between companies and it always works when people go at it full speed and reach out to other people, instead of worrying what might happen, if people say no, if they are clever enough and so on.

We all have these doubts so nothing can go wrong and the trick is to press plan and not make to many fancy plans or analysis. Start now and you will be amazed how willing other people are to help.

- 01** Start with your direction. What do you want to happen the next couple of years related to your career and development?
- 02** Map your network as it is currently. Who needs to be added to this network to help you in the desired direction?
- 03** Look for diversity in people related background, skills, mindset, values and deep specialist knowledge. Remember that new stuff rarely happens from within a circle but more often on the fringes.
- 04** Define the first person you'll like to get closer to. Call that person. Now.

FRIDAY *Oph*

**NO ONE IS  
BETTER THAN**  
*everyone*

**FRIDAY**  
*Cph*

# **MAKING PURPOSE ACTIONABLE BY FIGHTING BULLSHIT**

We are social. That is right next to you.

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