

# Development opportunity

## Grow your contacts: Networking

Building effective working relationships with external contacts can help care providers to pool resources, share learning and follow best practice.



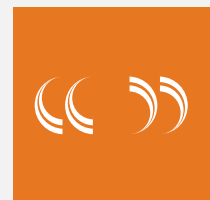
### How it develops talent

- Helps them learn how to quickly establish new relationships and continue to manage these.
- Enables peer support and removes risk of isolation and silo working.
- New connections can lead to a better understanding of different ways of working, processes, specialist types of care, best practice etc.

### How to deliver it

- Look at opportunities where your service is already engaged with others, to form a new relationship with your emerging talent, or look at widening your network by asking them to connect with a new service or specialist.
- Attend a network, meeting or forum with, or on behalf of, the manager. For example, check with your Registered Manager Network if it's acceptable to bring along a staff member as part of their development.
- For some, networking is easy but others may require more support, encouragement and possibly training to develop their confidence to establish relationships with others.

As a deputy manager, I was encouraged by my Registered Manager to get out there to network with others, including a local care partnership. This helped me to meet other providers, learn what others were doing and bring it back into our organisation. It also enabled me to establish new relationships, many of this has continued to be beneficial years later.



**Alicia Ferrie, Registered Manager, Short Notice Care Services Ltd**

Go to [www.skillsforcare.org.uk/developoptalent](http://www.skillsforcare.org.uk/developoptalent) for more on 'Development opportunities'.