



## WGCC Networking Circles

WGCC Networking Circles are uniquely created small, informal groups (ideally 6-8 WGCC members) designed to discuss a topic of interest to members with a focus on professionalism and Equality, Diversity, and Inclusion (EDI) in the legal profession

WGCC Networking Circles are a way to connect with other members of WGCC to expand your network and support system as you navigate professional challenges faced by executives.

### PURPOSE

- The WGCC Networking Circles will increase the connection between WGCC Members, helping members build professional support networks and strengthen the sense of community across the membership of WGCC
- The WGCC Networking Circles provide regular opportunities for attendees to discuss topics of professionalism and to provide a forum for engagement and learning through organized meetings that draw on the knowledge and experience of other members of the WGCC community.

### PRINCIPLES

#### **How do WGCC Networking Circles work?**

- Networking Circles are based on an action learning methodology whereby circle members are encouraged to facilitate learning through asking open questions rather than offering advice and are encouraged to engage in self-reflection practices.
- A combination of action learning, coaching and peer mentoring principles provides members with a wider source of support and inspiration for idea generation and greater creativity in problem solving.

#### **What does a Networking Circle Lead do?**

- The Circle Lead is responsible for
  - sending Calendar invitations to WGCC Members that signed up for the Networking Circle with necessary ZOOM or TEAMS details included (any forum is okay)
  - circulating any pre-read resources and materials for the discussion topic in advance of the Circle



- opening the Networking Circle with a review of the topic
- moderating the discussion to ensure all members are given an opportunity to participate

### Roles & Responsibilities of all Attendees

- Actively share insights and experiences
- Encourage participation and engagement of all participants
- Actively participate in all sessions
- Provide a safe space for sharing and maintain confidentiality of discussions
- Protect the calendar invitations for the Networking Circle Meetings as much as possible to ensure all members can participate
- **Chatham House rules apply.** We want this to be an open forum for sharing, learning and growth. Let's agree that we are free to use the information received, but neither the identity nor affiliation of the speakers should be revealed without specific permission.

### How Can This Networking Circle Relationship Be Effective?

It needs to support these principles:

- **Respect** – Requires a trusting, confidential relationship based on mutual respect
- **Collaboration** – Shared ownership and active participation from all members
- **Confidentiality** – Supports the ability to speak clearly with a safe environment
- **Feedback** – Offer and receive honest feedback with the purpose of developing your competencies and strengthening areas of weakness; be open to listening
- **Receptivity** – Assume a positive intent; be sensitive and responsive to the goals, needs and perspectives of the others in the circle
- **Focus** – Make the Networking Circle a priority for your learning and development

### Dates and Time of Circles

- **Length:** Networking Circles are **60 minutes long** and time zones are considered during scheduling.
- The **date and time** of each Networking Circle is scheduled in advance.