

Rizers Blog

A chorus of voices from Rizers and the Rizers community

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30 Dec, 2009

[Never Eat Alone Book Club](#)

Thirty one days in January – Thirty-one chapters in [Never Eat Alone](#) . Coincidence? I think not.

Let's kick off the new year with a refresher course on the power and practice of networking. Rizers is hosting a virtual book club for a reading through the month of Janaury. As I have [written in a review](#) of this great book, *Never Eat Alone* is a handbook on how and why to build a powerful professional network. Each of the thirty-one chapters is short (average 6 - 8 pages) and is packed with great ideas on building a network.

Here's how virtual book club will work.

1. Pick up a copy (or pull your copy from the shelf) of [Never Eat Alone](#) . It is available in hardcover, softcover, audio and Kindle versions.
2. Join the [Rizers group](#) on LinkedIn and the *Never Eat Alone* subgroup. The subgroup will be our virtual book club where we share comments, ideas and reactions.
3. For each day in January, read the chapter that corresponds to that day's date. (Chapter 1 on January 1st, Chapter 2 on the 2nd, etc.)
4. Engage in the discussion in the Book Club subgroup as you assimilate, digest, and expand upon the great ideas proposed by Ferrazzi.
5. Finish the first month of the year (and the decade) with your networking skills amped up to 11.

Leave a comment here, send me an email, or simply request to join the [Rizers LinkedIn group](#) if you are interested.

Posted by: [Heather Hollick](#)
[Comment \(0\)](#)

03 Sep, 2009 [Powerful Questions](#)

Over at [How to Save the World](#) , Dave Pollard has an [interesting post](#) on the power of asking open questions . . . and then leaving room for people to truly share and connect. As we help Rizers to network more purposefully, I'd recommend the questions developed for this blog post. Asking several of these in the context of almost any conversation will reveal surprising answers and help you build deeper connections.

1. What stood out for you? (at a recent event)
2. What do you most care about?
3. What's the change been like for you?
4. What do you see your role being?
5. How are you feeling about that now?
6. What's holding you back? (not to find fault)
7. What would you want to see come out of this?
8. How can I/we help you achieve your objective?
9. How do you know that's true? (not asked in a challenging tone)
10. What comes next? (the next part of this is 'Where do you think we should go from here?')

Posted by: [Heather Hollick](#)
[Comment \(0\)](#)

01 Sep, 2009 [Social Media Tools](#)

I have to admit that I am completely baffled by the people who are obsessed with obtaining followers on Twitter, actively seeking connections on LinkedIn, or somehow dismayed that they have been ["de-friended" on Facebook](#) . Why do you care?

The answer, I suppose, depends on how you use social networking tools. As a career tool, LinkedIn works best when it is a reflection of your real-life network. Ditto for Twitter. I reserve my LinkedIn connections for people I know well enough to recommend with confidence.

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Posted by: [Heather Hollick](#)

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13 Jul, 2009

[Gratitude](#)

What does Gratitude have to do with your career?

In a word, everything. The most successful people we know, regardless of their level or role in the organization, find ways to share their wins with others. And we have seen a few who made time to regularly and physically thank those who have helped them. It's not as hard as one might think.

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Posted by: [Heather Hollick](#)

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03 Jul, 2009

[Decoding Feedback In the Organization](#)

John Beeson has written a [terrific article](#) on feedback: understanding it, getting it loud and clear, and using it to focus your development efforts. The article is long, but worth the read. It makes explicit the ways in which feedback is 'coded' (or just plain confused) and must be deciphered.

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Posted by: [Heather Hollick](#)

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02 Jul, 2009

[Winds of Change](#)

Nice summary of the research behind the new book *Big Shift* by John Hagel and John Seely

Brown at

[Harvard Business blogs](#)

. This book outlines some longer-range metrics of business performance, and highlights some interesting trends with respect to American corporate business competitiveness.

To respond to this performance challenge, U.S. companies will need to let go of industrial-era organizational structures (and the reporting relationships, incentive systems, and managerial processes that go with them) and operational practices in favor of the new institutional architectures and business practices needed to create and capture economic value in the era of the Big Shift.

Companies must move beyond their fixation on getting bigger and more cost-effective to make the institutional innovations necessary to accelerate performance improvement as they add participants to their ecosystems, expanding learning and innovation in collaboration curves and creation spaces. Companies must move, in other words, from scalable efficiency to scalable learning and performance. Only then will they make the most of our new era's fast-moving digital infrastructure.

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Posted by: [Linda Gottschalk](#)

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29 Jun, 2009

[Workforce Trends](#)

Our favorite workforce trend analyst, [Tammy Ericksen](#), over at the Harvard Business blogs, has just posted two terrific articles about the impact of the recession on the workplace of the future.

- [How the Recession Is Changing Talent Management](#)
- [Reconciling Short- and Long-Term Workforce Trends](#)

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Posted by: [Heather Hollick](#)
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