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## IN THIS EDITION

### Creating Powerful Relationships

Are you taking the right steps to grow the right relationships?

### Millennial Mentoring Moment

Help the millennials in your world succeed with this quick mentoring in a moment tip.

### Tools and resources spotlight

#### Creating Powerful Relationships



The importance of relationships is well-documented. Networking events are numerous, so there is no lack of opportunity to develop relationships. But how do you make sure that you are

### Petra and You

Check out this [video](#) to learn more about Petra Learning LLC.

Contact us at:

[info@petralearning.com](mailto:info@petralearning.com) to discuss training needs, book training events, or request additional information.

### Sept/Oct Podcast:

Check out the latest podcast.

#### "Walking in Humility"

Listen to this podcast for motivation to do what you already know you need to do.

For this podcast (and previous ones), [click here](#).

### Suggested Reading

Go Deeper into our discussion topics with

- 1) Developing the right relationships
- 2) Developing meaningful relationships

in the limited amount of time that you have.

**1. The right relationships.** Knowing who to develop relationships with takes wisdom and discernment. It's easy to focus on the wrong factors such as title or affiliation or perceived influence. It's tempting to think that you need to get to those in high-level titled leadership positions in order to achieve your goals. But that perspective would rob you of some potentially powerful relationships. A lot of institutional knowledge may rest with that employee with 20 years of service. Don't discount the importance of this perspective or history. Someone that works in an entirely different industry may bring a fresh light that could spark innovation.

Sometimes you can't see a new way of doing things because you're so invested in the old way. Someone with a different style of thinking may challenge highlight aspects that would have escaped your notice. The right people to have relationships with are those that will help you grow and mature. Your portfolio of relationships should reflect diversity in almost every aspect. Some may be younger and some may be older. Some may have a titled leadership role and some may not. Some may carry credentials and letters after their name and some may not. But all should enrich you in some way.

**2. Meaningful relationships.** Meaningful relationships are first and foremost authentic. These are relationships built on shared purpose and mutual interest. You care about them and their goals and they care about you and your goals. There is healthy interdependency and trust. These type of relationships do not happen overnight. They require an investment by both parties. If you're willing to make the investment and the other is not; you will have problems. If you're willing to share while the other is closed; you will have problems. If you're pushing toward a goal that the other hasn't bought into; you will have problems. One of the best ways to know whether you're relationship is meaningful is to ask whether you could pick up the phone and call the person without a previously scheduled

## these resources

1. Humble Inquiry - Edgar Schein

2. The Alliance - Reid Hoffman

If you would like see other books on my reading shelf, connect with me on [Goodreads](#).

## Tools and Resources

To develop additional skill sets that will allow you to operate differently, check out these two product offerings at Petra's website:

[1. Petra's Transformational Learning Lab](#)

[2. Successful Operating Strategies \(SOS\) for Small Businesses](#)

appointment and get their attention. If you can't, you have a business acquaintance type of relationship.

These acquaintance relationships have benefits but they're not the type of meaningful relationship you need to work through conflict, advocate for change, or otherwise push through some type of difficult situation. If these acquaintance relationships are your predominant type of relationships, then you may want to take a step back and identify those ones you want to develop further.

#### Millennial Mentoring Moment



Helping millennials build relationships can be as simple as allowing them to do informational interviews with you and others on the team. Let them practice asking questions and advancing conversations in a safe environment. Then coach them on their planned follow-up actions based on what they heard. As an added bonus, they get to know you and other leaders better and feel more connected to the organization. As if that's not enough benefit, they will also polish their general communication skills.

**If you'd like to learn more about coaching contact [tiffany@petralearning.com](mailto:tiffany@petralearning.com).**

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