Member Care Network Map Drawing

This Process is Designed to Help You:

- Map your current member care network
- Identify some missing or weak connections in your network
- Brainstorm about who might help fill the gaps
- Brainstorm ideas for how to strengthen the weak connections
- Strategize how to include new members and resource people or bring them closer to the center of your network

How to Use this Tool:

This activity is best done by 2-4 people who have been significantly involved with this network for some time and who know the network's community context well.

Read these instructions carefully ahead of time so that you are clear on where this is headed. If you do, you will know what people would be most helpful to involve in this mapping process. Plan to spend 1-2 hours on this task together.

Materials You Need:

- Large Flipchart paper, if possible
- Marker pens - 3 colors would be helpful

First Draw your Network Core (steps 1-4):

1. Gather together a few key people who are in this Member Care Network with you and give them an overview of what this is about.

2. Title and date a large piece of paper. At the bottom, note the names of those contributing to this conversation.

3. Draw a circle in the center of the page. Who are the key facilitators of this network? Write their names in that central circle.

4. Draw outlying circles for all the people working closely with the key facilitators. Connect the outer circles to the central circle with lines showing who they relate to in the central circle.

4. If any of the outlying circles are connected to one another by working together in member care somehow, draw lines to connect them.

This is your MC Network Core. A healthy core has *lots* of interconnecting lines.

What pairs are not connected but could be?

Next Draw your Network Periphery (step 5):

5. Further out, draw circles for people or organizations who
    a. People who are less closely involved in the network, but they have a role
    b. Resource people you go to for advice or new ideas for member care

This is your MC Network Periphery. A network that develops good connections with resource people will grow in quality and numbers. When people in the core of a network intentionally reach out to connect with those less involved, they are more likely to move from the periphery to the core.

Who in the periphery might move closer in towards the core or become better connected if someone reached out and invited them to be more involved?

Who else might be a resource person for your network?

Finally Draw your Potential Network (step 6):

6. Use squares or a different color to add in the names of people **not** in your network who come to mind as you ask these questions:

Who else is "out there" who would benefit or add value to our network if they were involved?

Who seemed interested but then "faded away" who might be interested again?

Who else could we invite to join?

Reflection and Action Questions:

1. If you have mapped your Network in the past, compare this map with the most recent one. What has changed since last time?

    Celebrate improvements. Discuss setbacks.

2. What brought your Network Core together initially?

    What holds your Network Core together now?

3. Who in the Core would benefit from being better connected to others in the Core? How might that happen? (a conversation, an activity, a direct invitation, etc.)

4. How diverse is your Core? (organizational affiliation, culture, generation, ideas, experience and training level, etc.)

5. Who in the Network Periphery or Potential Network could bring more diversity of representation and connection to the Network Core?

6. Who in the Network Periphery or Potential Network could bring more innovative ideas to the Core?

7. Who in the Periphery or Potential Network might be ready and willing to commit to being part of the Core?

8. What would encourage/compel these people (questions 5-7) to move more towards the center?

    Who can initiate the activity or conversation that would invite/include each of them?

    By when?

9. What are the strengths in your Network Periphery in terms of resourcing?

10. What other people or organizations might enrich your Periphery for resourcing? How might you attract these additional resources to your Periphery?

11. Who in this picture shows "network weaving" capacity/gifting? How can we encourage and resource them in their role?

12. What connections do you have to similar Networks with common vision, goals, activities? How do those connections serve you? How might these connections be strengthened to serve you better? Note your plan to move ahead in this way.

13. Which of any of the above can be done in the next three weeks? Who will do it?

14. Which of the above can be done in the next two months? Who will do it?

15. When will we map our Network again? Who else should we invite to contribute when we do this Mapping the next time?