



SANGEETA'S NETWORKING NIGHT

SAMPLE CASE DEVELOPED BY ILLUMINATE,
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Case Study One: Sangeeta's Networking Night

This scenario is a tricky networking situation where both character and candour, and inclusive and diverse management practices come into play as important pillars. Some things that I'd like you to keep in mind while developing a solution to Jaime and Sangeeta's story are What might Sangeeta's feelings be on this situation? Next, how could Jaime have best handled the situation in the moment? And, finally, what measures or steps can Jaime take after the fact to help rectify the situation. Ultimately, your goal is to find Jaime's best path forward in ensuring that next time something like this happens, they can make space for colleagues like Sangeeta, without taking away their autonomy.

You are a manager at the firm. Last week, your division hosted a "State of the Industry" evening that brought together professionals from many different organizations and backgrounds to discuss latest trends, pressing issues, and more. Today, you are happily working remotely from your home office, and you receive a message from your friend and coworker Jaime over Teams. The message reads, "Can we talk?"

You reply, "Of course! Give me a call." Your phone rings and you exchange greetings with Jaime. "What is it that you wanted to talk about?" you ask.

Jaime replies, "It's about the event last week. I had an interaction that I haven't been able to get off my mind." You listen intently as Jaime recounts an experience from the networking portion of the State of the Industry event. It turns out that Jaime had been enjoying a conversation with a female colleague, Sangeeta, when someone from another company joined in on the discussion. The person from the other company interrupted Sangeeta mid-thought, and introduced themselves to Jaime only. The individual spoke almost exclusively to Jaime for the remainder of the trio's conversation, though almost all of Sangeeta's attempts at contributing were cut in on.

"I didn't know how to handle the situation," Jaime finishes. "Sangeeta was trying to be polite, but I could tell she was frustrated. I wasn't sure how I could best make space for her, and I feel like I failed. What could I do next time to make sure everyone is included in the conversation?"