Zen & The Art of Legal Networking

INSIGHTS & COMMENTARY ON RELATIONSHIP BUILDING WITHIN THE INTERNATIONAL LAWYERS NETWORK

PUBLISHED BY Lindsay Griffiths



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LinkedIn Tutorials - Let's Get Connected! Part II

<u>Yesterday's tutorial</u> covered how to export your contacts from Outlook and upload them into LinkedIn. But this is limiting - although it cuts down on the investment of time you need to make in order to connect with people, it doesn't give you the flexibility of personalizing the invitations to make engaging more likely - and that's the goal with social media: engagement!

So today, we're going to go into more depth about adding contacts manually.

I'm the first to admit that manually adding contacts is a pain, and can be time consuming. But if you take the time to send a personal note to those you add, they'll be more willing to accept your invitation and subsequently engage with you. You don't have to take a whole afternoon to work on this - I know everyone is busy! Instead, when you first come in to the office in the morning and are having your cup of coffee, log into LinkedIn and add five people. It won't take you very long at all, and soon you'll have a nice list of connections built up. Even if you do this once a week, it will make a difference.

There are a few different ways that you can start adding people. From your home page, mouse over "Contacts" in the top menu. Click "Add Connections."

Linked in 🛛 🗛	ccount Type: Basic						
Home Profile	Contacts G	roups Jobs	Inbox	Companies	News	More	People -
	My Connectio Add Connectio	V	e real-t	ime expens	e app t	hat lets you f	track and catego
Welcome,	Network Statis		ou alr	eady kno	w on l	_inkedIn.	
Searching your	email contacts i	is the easiest	way to fir	nd people you	already	know on Linked	lln.
Your em	ail: linzelcake	s@gmail.com					
Email passwo	ord:						
	Continue			3			

This will bring you to a new page that asks you who you already know - you'll remember this page from the last post, when you could either log in to your webmail and add contacts or upload them from Outlook. But we're not doing that today.

Add Connections	Colleagues	Classmates	People You May Know
Get more value out of Li	nkedIn by invitin	g your trusted frie	nds and colleagues to connect.
See Who Yo	u Already K	now on Lini	kedin
Searching your emai Learn More	I contacts is the	easiest way to fir	id people you already know on LinkedIn.
Your email:	linzelcakes@)gmail.com	
Email password:			
	Continue		
	We will not store	your password or	email anyone without your permission.
Do you use Outlook, Import your desktop			lication?

At the top of that box, you'll see four tabs - "Add Connections," "Colleagues," "Classmates," and "People You May Know." Let's first click on "Colleagues."

Add Connections	Colleagues	Classmates	People You May Know
Get more value out of L	inkedin by invitin	g your trusted frie	ends and colleagues to connect.
See Who Yo	u Aready K	(now on Lin	kedin
Searching your ema Learn More	il contacts is the	easiest way to fi	nd people you already know on LinkedIn.
Your email:	linzelcakes@)gmail.com	
Email password:			
	Continue		
	We will not store	your password or	r email anyone without your permission.
Do you use Outlook Import your desktop			lication?

Once you click on the Colleagues tab, you'll be taken to a page that lets you see how many colleagues are on LinkedIn from each of the positions that you've held, segregated by present and past positions:

Add Connections	Colleagues	Classmates	People You May Know
Find past or pre	esent collea	gues	
Get connected and n	ever lose touch a	again. Find the p	people you know that are not already connected to you on LinkedIn.
Current Position(
International La	wyers Networ	k Colleagues	
18 of your	International La	wyers Network o	colleagues are already LinkedIn.
	View a	II International	Lawyers Network
Past Position(s)			
Traveloria Collea	igues		
1 of your T	raveloria colleag	ues is already L	inkedIn.
	View a	III Traveloria (colleagues
girls WRITE! Coll	eagues		
8 of your g	irls WRITE! coll	eagues are alrea	ady LinkedIn.
	View -		

You can start with any of the positions you'd like to, and return to this page as necessary. I'll go through adding some colleagues from my current position as an example. First, I click the button to "View all International Lawyers Network"

It takes me to a new page:

Add Connections	Colleagues Classmates People You May Kno	N	
	Invite Colleagues from Internat	ional La	wyers Network
	Select only the people you know :		
	Peter Altieri Chairman	^	Send invitations to connect to:
	Dr. Markus Bahmann	=	To add recipients, click the checkbox next to the person's name
	Frederic Beele Member		
	PEDRO BELTRAN PRESIDENT		
	Donal Creaton firm representative		Add a personal note with your invitation?
	Philip Dimitriou		Send Invitations
	veronica claudia donella		
	<	•	
	How does this work? Learn more.		
	I don't know anyone here		

This gives you a list of everyone who has held a position with your company. There are times when this list isn't 100% accurate, so just focus on the people that you know. To invite people from this list to connect with you, click the check box next to their name. This will add them into the box that says "Send invitations to connect to."

Below that box, you'll see another checkbox that says "Add a personal note with your invitation?" Click this so that you can add a personal note. This will open up a new box where you can type your note to the person or persons you're inviting to connect with you.

Add Connections	Colleagues Classmates People Yo	iou May Know	
	Invite Colleagues from Ir	nternational Lawyers Network	
	Select only the people yo	bu know:	
	First Vice President and Member Directors	er, Board of Send invitations to connect to:	
	Glenn Haulussy Member of the Board for Europe	© Peter Altieri © Simon Ekins	
	Coordinator	© Alan Griffiths ◎ Michael Slan	
	Sabine Mohr-Egger Member	@ Marc Udink	
	Michael Slan Director	Add a personal note with your invitation?	
	Pedro Torres Romero Miembro	E Write a personal note to all the recipients yo	
	Marc Udink Board of Directors		
	<	Send Invitations	
	How does this work? Learn more.	- Send Hivitabolis	
	I don't know anyone here		

Once you have your note written, you can click "Send Invitations." Note that this approach means that although you're including a personal note, you're sending the same note to each of the people you're inviting. So you may want to invite them individually so that you can include a separate note for each.

Anyone who regularly uses LinkedIn know that if they get an email or invitation from someone else on LinkedIn, and it says "Hi" or "Good morning" at the top, it's an email that's going out to multiple people - they don't have the ability to personalize bulk emails. So if they get an invitation that says "Dear Peter," they know that you took the time to invite them personally.

What might be a good example of a personalized invitation? I'll share the one I use to connect with ILN members on LinkedIn:

Dear {name},

I'd like to add you to my LinkedIn Contacts. My name is Lindsay Griffiths and I am the Director of Network Development with the International Lawyers Network, of which your firm is a member.

Lindsay

It's a very short introduction to who I am and how they know me. You can go into slightly more detail with yours, but note that LinkedIn usually has a limit as to how long your invitation emails can be, so short and sweet is the best option. Some tips:

- Be direct.
- Let them know who you are.
- Let them know how you know each other.

Adding contacts from your other professional positions will be done very similarly.

To find past or present classmates, we'll go back to the "Add Connections" page and choose "Classmates."

Colleagues	Classmates	People You May Know
inkedIn by invitin	g your trusted frie	nds and colleagues to connect.
u Already k	(nov on Lin	kedin
il contacts is the	easiest way to fir	nd people you already know on LinkedIn.
linzelcakes@)gmail.com	
Continue		
We will not store	e your password or	email anyone without your permission.
		lication?
	inkedIn by invitin U Already K il contacts is the linzelcakes@ Continue We will not store , Apple Mail or a	inkedIn by inviting your trusted frien u Already Knov on Lin il contacts is the easiest way to fin linzelcakes@gmail.com Continue

This will take you to a new page that asks you to select the school that you'd like to search for alums in. You may want to start with your law school classmates, as they could be potential referral sources. But don't forget your undergraduate classmates!



Click the link for the school you'd like to search. You'll be taken too a page with the classmates who graduated the same year that you did.

Add Connections	Colleagues	Classmates	People You May	Know			
Classmates /	Search Re	esults					
Results from Hamilton College, 2002 Classmates found: 230 total View all years attended: 1998-2002 View graduation year only: 2002 Go							
Jump to last name	ABCDEF	GHJKL	MNOPRST	vw	Y Z Other		
Name		Years	Attended		Send Invitation		
💄 Acheson, Chr	istopher	1998 -	2002		≱ Invite		
💄 Affleck, Meree	dith	1998 -	2002		🖦 Invite		
👗 Andrews, Kris	stin	1998 -	2002		≱ Invite		
💄 Armstrong, R	edell	1998 -	2002		🖦 Invite		
💄 Arrington, Sha	an	1999 -	2002		≱ Invite		
💄 Ash, Ray		1998 -	2002		::::⊧≱ Invite		
💄 Austin, NCC,	Brenda	1998 -	2002		≱ Invite		
💄 Baer, Julian		1998 -	2002		::::⊧≱ Invite		
💄 Baler, Jessie		1998 -	2002		≱ Invite		
💄 Barbato, Aliss	a	1998 -	2002		≱ Invite		
💄 Barron, Niki		1998 -	2002		🖦 Invite		
👗 Barry, Erin		1998 -	2002		⊡s Invite		
👗 Batt, Jeffrey		1998 -	2002		🖦 Invite		
👗 Baumann, Sa	rah	1998 -	2002		⊡ lnvite		

You'll see at the top that you have a few options. you can click the radio button next to "View all years attended" with the range of years that you attended that school - this will list all the students who were at the school during those years.

Or, you can view a graduation year. The page defaults to your graduation year, but you can select from other years - for example, if you want to view all the graduates from 1977 because you were friendly with many of them, you can do that.

The nice thing about the classmates invitations is that they're all set up to be written personally. When you see someone that you know that you'd like to connect with, click the "Invite" next to their name:

Jump to last name: A B C D E F G I	HJKLMNOPRS	TVWYZOther
Name	Years Attended	Send Invitation
💄 Townsley, Amy	1998 - 2002	□==> Invite
🛓 Trovato, David	1998 - 2002	📺 Invite
🛓 Tulp, Lindsay	1998 - 2002	🔤 hvite
🛓 Vance, Emily	1998 - 2002	🖙 hvite
💄 Van Alyea, Ginny	1998 - 2002	🔤 hvite
🛓 Viar, Andy	2000 - 2002	🖙 hvite
💄 Warner, Elizabeth	1998 - 2002	🔤 hvite
🛓 Weiss, Mac	1998 - 2002	🖘 Invite
👃 Welborn, Christina	1998 - 2002	🔤 hvite
🛓 Weyer, Greg	1998 - 2002	🔤 hvite
💄 Wickman, Pat	1998 - 2002	🖘 Invite
🛓 Williams, Jeff	1998 - 2002	🖙 hvite
👗 Wilson, CFS, Nick	1998 - 2002	invite □
🚨 Witchey, Edward	1998 - 2002	⊡t Invite
👗 Wolcott, Brad	1998 - 2002	Send an invitation
💄 Yaecker, Greg	1998 - 2002	🔤 hvite

For example, I was friends with Ed in college (and in fact, we were born on the very same day!), so I can click "Invite." I'm then taken to a new page where I can craft an invitation to be sent to Ed, inviting him to connect with me.

Classmates / Create Invitation

To: Edward W.	
Enter your personal note here:	When you invite Edw to connect, you will:
	 Stay up to date and never lose touch
	 Introduce each oth people and opportunities
	 Strengthen your professional ties w your alumni networ
	Get more from your and your career

You'll see that below the text box there is a note that suggests you only send invitations to classmates you know well personally and who will welcome your message. This is good advice in general for any connections you want to make on LinkedIn or elsewhere (with the exception of Twitter and Google+, more on those in later posts).

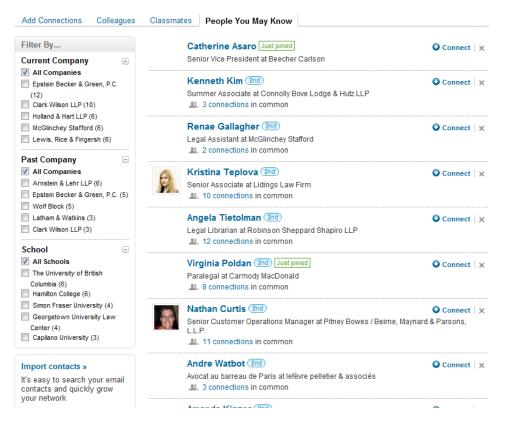
Once I've written my personal note to Ed, I click "Send Invitation" and it invites him to connect with me.

There's one more tab on the Add Connections page, and that's "People You May Know." This tab doesn't show any potential contacts until you start making more connections, because it will make suggestions to you based on the other people that you're connected with.

So for this, I'll log into my existing profile to show you what this may look like once you've started to build up your connections. Again, we'll go to our "Add Connections" page, and this time, choose "People You May Know."

Add Connections	Colleagues	Classmates	People You May Know
Get more value out of L	inkedIn by invitin	g your trusted frie	nds and colleagues to connect.
See Who Yo	u Already K	(now on Lin	kedIn
Searching your email Learn More	il contacts is the	easiest way to fir	nd people you already know on Linkedin.
Your email:	linzelcakes@)gmail.com	
Email password:			
	Continue		
	We will not store	your password or	email anyone without your permission.
Do you use Outlook, Import your desktop			lication?

You'll be taken to another screen with a list of people you may know. If your list of contacts is long enough, this may be quite the list, so you can always filter it with the options on the lefthand side.



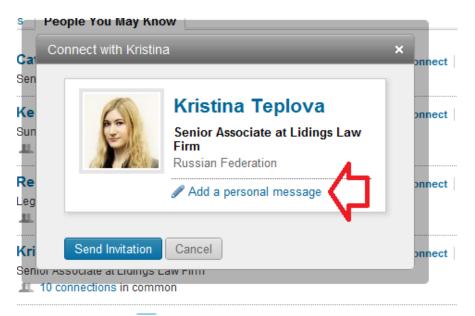
So let's talk about those filters for a minute - you can see that you can filter them by their current company (you can either choose "All companies" which is the default, or one of the companies listed), by their past companies, or by their schools. Filtering can be an interesting thing here because while you may know someone because you've worked with them at a particularly company, filtering them by your school (if it pops up) may show you that you're also connected to them as alumni. That would be a great reason to connect and engage! You could say something like "When was the last time you were on the Hill?" (As we called Hamilton) or "What do you think of all the changes to the campus?" Give people a good reason to want to talk with you more - and it doesn't just have to be business!

Now let's connect to some people we may know. I look through my list of potential connections and see that I know Kristina Teplova - she's an associate at one of our Russian law firms, and she recently attended our conference in Lisbon, so I've met her in person.

I'll click "Connect" next to her name to connect with her.

Filter By	Catherine Asaro Just joined	Connect 🛛
Current Company 🖃	Senior Vice President at Beecher Carlson	
All Companies Epstein Becker & Green, P.C.	Kenneth Kim (2nd)	Connect x
(12)	Summer Associate at Connolly Bove Lodge & Hutz LLP	
Clark Wilson LLP (10)	2 3 connections in common	
Holland & Hart LLP (6) McGlinchey Stafford (6)	Renae Gallagher (2nd)	Connect >
Lewis, Rice & Fingersh (6)	Legal Assistant at McGlinchey Stafford	
Past Company 🖃	1 2 connections in common	
All Companies	Kristina Teplova (2nd)	Connect >
Arnstein & Lehr LLP (6)	Senior Associate at Lidings Law Firm	
Epstein Becker & Green, P.C. (5)	10 connections in common	
Wolf Block (5)	Angela Tietolman (2nd)	Connect >
Clark Wilson LLP (3)	Legal Librarian at Robinson Sheppard Shapiro LLP	
School	12 connections in common	
All Schools	Virginia Poldan (2nd) Just joined	Connect >
The University of British	Paralegal at Carmody MacDonald	
Columbia (6) Hamilton College (6)	II. 8 connections in common	
Simon Fraser University (4)	Nathan Curtis (2nd)	Connect)
Georgetown University Law	Senior Customer Operations Manager at Pitney Bowes / Beirne, Mayr	nard & Parsons,
Center (4) Capilano University (3)	LL.P.	
Capitano University (5)	11 connections in common	
mport contacts »	Andre Watbot (2nd)	Connect 🗦
t's easy to search your email	Avocat au barreau de Paris at lefèvre pelletier & associés	
contacts and quickly grow	3 connections in common	

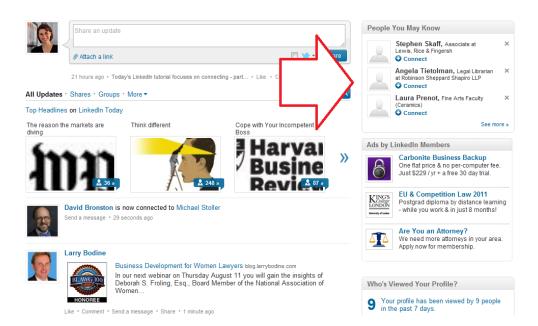
This is going to give me a pop-up window that asks me to confirm that I want to connect with Kristina, and whether I want to add a personal message (of course!):



When you click "Add a personal message," a small box opens up underneath that allows you to type in your message.



Once I've added my message, I can click "Send Invitation" to invite Kristina to connect with me. "People You May Know" will also come up on your home page.



Once you're established in LinkedIn, it's a good idea to check this out regularly and see if there's someone in that list you may want to connect to. Clicking on the "See More" link at the bottom will take you to the same page as we just left, but you can also connect with people right from this list.

If you don't know the person and want them removed from your list, or just don't want to connect with them, you can just click the x.

Now, there are still MORE ways to connect with people on LinkedIn - overwhelmed yet? Like Kevin O'Keefe is fond of saying, it can often feel like you're drinking from a firehose. But if you take one feature of LinkedIn at a time and play around with it, you'll be an expert in no time!

In today's post, I'm going to cover one more way you can connect with people, and we'll look at adding connections through company pages and groups in later posts.

LinkedIn allows you to search directly for people you may know. From your home page, this search defaults to "People" so you're only searching the profiles of people who are LinkedIn. You can also search companies, groups, and more, but we'll get into that another day. For now, let's just focus on people.

Linked in 。	Account Type: B	asic								 Lindsay Griffiths Add 	d Connections
Home Profi	le Contacts	Groups	Jobs	Inbox 16	Companies	News	More	People	· Search		Advanced
		Are Yo	ou A Dii	rector? - Ap	ply to the Ca	mbridge	Who's Wi	to network for S	uccessful V	Vor	
	Share an upda	te							People	Know	
<	🖉 Attach a link							> Share		inges, Partner, Chair Litigation Department at WolfBlock	
									-	Greg Bell, Senator, Utah State	×

I'm going to search for my sister, Erin. As you start to type in someone's name, you'll notice that a list of possibilities will come up. If you see the person you're looking for, you can click directly on their name.

		 Lindsay Griffiths 	Add C	onnections
People •	Erin		٩	Advanced
Companies		Erin O'Neill Writing and Editing		
		ERIN Engineering Utilities; 51-200 employees		
	Attances	Erin Fetherston Apparel & Fashion; 1-10 employee	s	
Groups		Erin's Test Group 1 members		е
		Wet Noses With Erin Cooney- 9 members	Lefort	
	Ad	d Connections		

If not, you can finish typing their name and hit enter, or you can click the magnifying glass. Since my sister's name didn't come up, I typed it in and hit enter.

You'll be taken to a page of search results. Since my sister and I share a connection (my existing profile self), she appears at the top of the list.

Find People Advanced People	e Search Reference Search Saved Searches
Search	Sort by: Relevance 👻 View: Basic 👻 16 results 🔮 Save
Erin Griffiths Carlot Constraints Carlot Con	Erin Griffiths (2nd) Reporter at North Jersey Media Group Greater New York City Area Newspapers In Common: 1 shared connection
Refine By Current Company All Companies	Erin Griffiths Out of your network Accounting at D & D Roofing Greater Denver Area Construction
NHS Trust (1) EF Education First (1) Reebok (1) North Jersey Media Group (1)	erin griffiths Out of your network blank at Blank Greater Los Angeles Area Design
Tracy Unified School District (1) Show more Enter company name	Erin Griffiths Out of your network Data Quality Administrator at Barts and The London NHS Trust London, United Kingdom Hospital & Health Care
Relationship Image: All LinkedIn Members 1st Connections (0) 2nd Connections (1) Group Members (0)	Erin Griffiths Out of your network Individual & Family Services Professional Canton, Ohio Area Individual & Family Services
□ 3rd + Everyone Else (15) Location □ ✔ All Locations	Erin Griffiths Out of your network Data Quality Administrator at NHS Trust London, United Kingdom Hospital & Health Care
United States (13) Greater New York City Area (3) United Kingdom (2) London, United Kingdom (2) Greater Denver Area (2)	Erin Griffiths Out of your network Graphic Design Professional Greater Boston Area Graphic Design

There are then two ways you can add someone. Begin by mousing over their name, and four options will appear on the righthand side:



You can:

- Send InMail: This is a feature of a pro account that allows you to send a LinkedIn email to someone that you are not connected with.
- **Get introduced**: If you share a contact, you can request an introduction. You fill out a form where you include a note to the person you're hoping to connect to, as well as your existing connection. This is then sent to your connection who decides if they want to send it to the desired recipient (in the case of 2nd degree connections) or to a shared connection (in the case of 3rd degree connections).

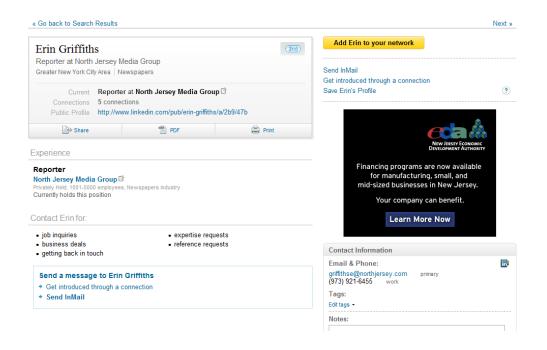
- Add to Network: You can add the person to your network this will take you to an invitation page where you can add a personal note.
- Find references: references tell you who in your network has worked with the person you're hoping to connect with.

One of the ways I can connect is by clicking "Add to network." This will take me to a new page where I have to enter my sister's email address and add a personal message.

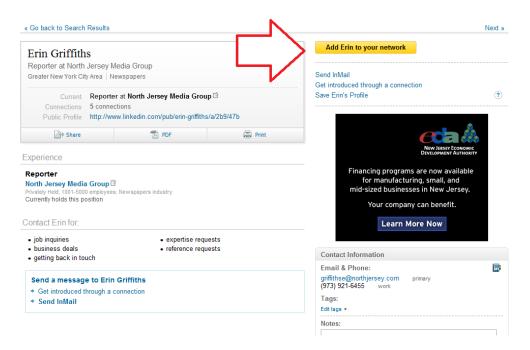
Erin's ema	il address:			
		?		
Include a	personal note	: (optional)		
l'd like to a LinkedIn.	dd you to my p	professional netwo	ork on	
-Lindsay				
Lindday				

Once you add the email address and personal note, click "Send Invitation."

The other way you can add a connection from the search results is to first click on the person's name to be taken to their profile page. If you're not sure that the person you want to connect to is the person appearing in the results, this is a good idea so that you can confirm it.

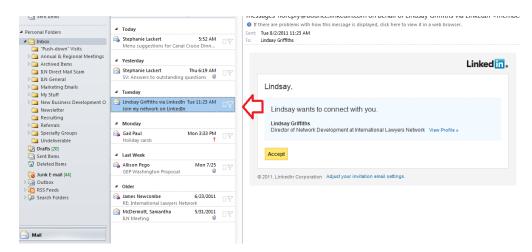


This is definitely my sister, so I click the "Add Erin to your network" button in the upper right hand side?

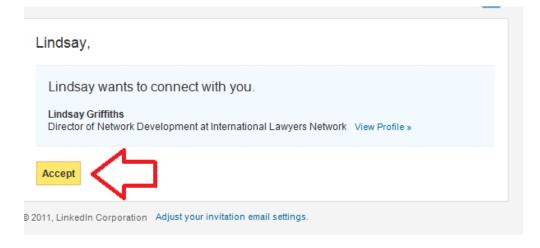


This takes me to the same invitation page that we saw above, where I can enter her email address and a personal message before clicking "Send Invitation."

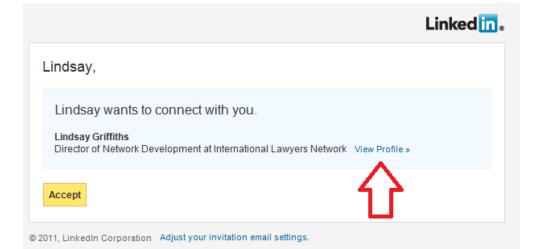
Now you're ready to begin connecting! But before I let you go for the weekend, let's talk about when someone wants to connect with YOU. When this happens, you'll get an email in your inbox:



The email will say "Name wants to connect with you." It will include a personal message if the person has sent one, or will just appear generically as above if they haven't. If you know the person without having to look at their profile, you can just click "Accept."



If you'd like to know more about them, you can click "View Profile >>"



If you click "Accept" initially, you won't need to do anything else. You browser will open up a new window, and the connection will automatically be accepted. If you click "View Profile," you will go to the person's profile page. Once there, if you would like to accept the connection, you'll either have to return to your email and click "Accept" or you can view your pending invitations:

To find your pending invitations, look at the menu at the top and select "Inbox."

Home Prof	ile Contacts	Groups	Jobs	Inbox 16	Companies	News More	People
		Are Y	ou an A	<u>\tto</u> r	We need more	e attorneys in your	area. Apply no
	Share an upda	ate		ו ר	`		

This will take you to your inbox, where you can view any messages that come in. However, to see your pending invitations, click "Invitations."

lome Profile Contacts Gr	oups Jobs Inbox 16 Companies News More	Inbox - Search
Search Inbox	Messages 16 Invitations	
Compose Message 🛛 🔯	Archive Delete Mark Y Mark Unread Select: All None	All Messages ▼ Newest ▼
Inbox	Gail Lamarche LinkedIn Group- er er bortheBRAND Repu	Aug 4 Itation Management for Professionals
Sent	Reply * Forward * Archive * Delete	1 A

On the invitations page, you can choose to "Accept" or "Ignore" a connection request, depending on your preferences.

Next week, we'll talk more about some ways you can engage your connections, and groups, company pages, and more!

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