Talent support networks

The art of networking: an introduction

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Humans are networking animals

10 minutes of meditation: NOT! electric shock
Science 345:75

men: 67%

women: 25%
The art of networking

Novelty seeking (exploration)
(seek the opinion leader,
seek the strange, seek openness,
jump to the next group)

Safety seeking (optimization)
novelty seeking needs a safe environment
What do complex systems do if they experience danger?

(1. What we know)

They develop strong group-cohesion = efficiency increase

Mihalik and Csermely
What do complex systems do if they experience danger?

(2. What we do NOT know)

They develop bridges between distant groups = chance of novel solutions

Mihalik and Csermely
The benefits of bridging distant groups

1. Innovator position

innovators connect early adopter hubs

bridges are not bound by social norms
The benefits of bridging distant groups

2. The importance of dynamic changes

- Bridged groups reached more original innovations.
- Closed groups found trivial solutions faster.

**Legend:**
- Bridged groups
- Closed groups

**Graph Details:**
- X-axis: Number of trials
- Y-axis: Complexity of innovation

*Source: PNAS 113:2982*
The benefits of bridging distant groups

3. Emergence of creative ideas

"... To create consists in not making useless combinations. Among chosen combinations the most fertile will often be those formed of elements drawn from domains which are far apart."

Henry Poincaré, 1908
Creative responses to unknown situations need distant bridges

opinion-leaders agree

fast and strong response

opinion-leaders disagree

slow (democratic) response mobilizing the knowledge of the whole community

usual situation

unusual situation

Csermely
BioEssays 40, 1700150
Opinion-leaders form a densely connected core of complex networks.

Conflicts of network core are mediated by inter-hub bridges in Twitter, phone networks and fish schools.

Innovative bridges enter the core when a response is encoded by a complex network.

Csermely, BioEssays 40, 1700150.

PNAS 112:4690; Nature 524:65
Successful networkers play ‘minority game’
- build horizontal contacts in hierarchy/core dominance
- build hierarchy/network core in chaos
Integration

In the end it is not the years in your life what count. It is the Life in your years. (Abraham Lincoln)