Professionals in Development Work projects work in complex, unique environments. Often, they do not have well-structured organisational support to help them understand and find solutions for their problems.

These professionals use, adapt and build a high level of skills, intellectual ability and a wide knowledge base to find innovative solutions for the complex problems they encounter.

They continuously need to independently acquire and create new skills and knowledge to fulfil their job’s demands successfully. Professionals in Development work are self-regulated learners, who use various resources (including their own personal professional networks) to support their non-formal learning.

The professionals use conversations with others to identify and understand the complex problem they encounter and find solutions for them.

Factors influencing the building of the network
- Common Topic(s) of interest
  - working on this topic
  - shared interest(s)
  - experience in topic
  - specific expertise
  - belongs to organisation working on topic(s) of interest
- Organisation(s) of interest
- Reputation
- Amiability

Factors influencing the maintenance of the network
- Organisation(s) of interest
- Interest in the work of the person
- Relevance of topic the person is working on
- Reputation
- Knowledge, Skills, Competences of person

Factors influencing the activation of the network
- Knowledge, Skills, Competences of person
- Relevance of topic(s) the person is working on
- Relevance of network of the person

Building a Personal Network
Identifying and connecting with relevant people to create a personal network to support personal non-formal learning

Stranger becomes acquaintance
Continuous Source for Information

Maintaining a Personal Network
Maintaining connections with relevant persons in a personal network to support their personal non-formal learning

Acquaintance grows more familiar
Known Source for Information

Activating a Personal Network
Activating connections with relevant people in a personal network at critical points, when support for personal non-formal learning is required.

Familiar acquaintance becomes targeted partner in learning
Known and Approachable Source for Conversation

Contact Details
kamakshi.rajagopal@ou.nl
http://kamakshirajagopal.wordpress.com/