

Practice and ethics of networking



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Major dilemmas of building the European Talent Support Network

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- Optimal level of network hierarchy
- Selection criteria: mostly on goodwill or on quality?
- Proper size of European Talent Centres
- Main role of European Talent Centres: cooperation-management or talent support direction?
- How many rules? Extent of uniform regulation?
- What is the primary role of ECHA?

Major ethical dilemmas of talent support networking

- Correlation of talent with high moral background
- Disciplined, synthesizing, creating, respectful, ethical
- Sensibility, responsibility, trust (competence, relatedness, autonomy)
- Reciprocity, transparency, consistency, rationality, communication
- Social responsibility, commercialization, data-handling, involvement in politics

Network building conclusions

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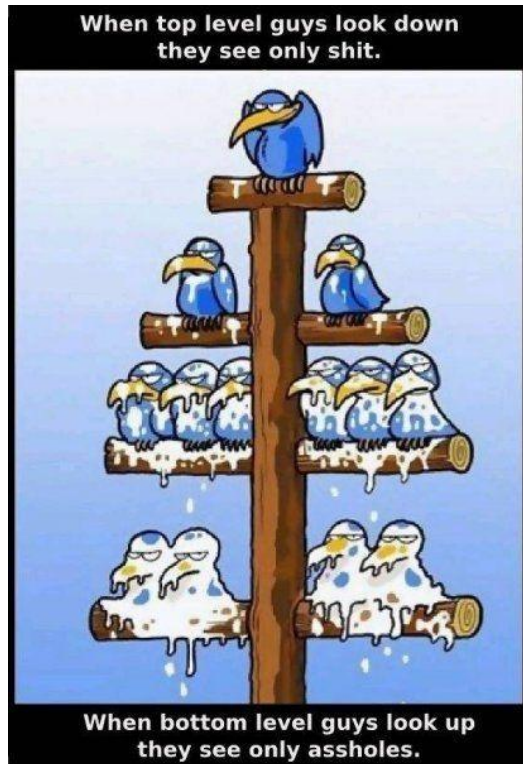


- networking is sharing and giving
- activity and not size what matters
- high quality refers to the quality of mentors, programs and not the „quality” of talented young people
- motivation of nodes makes networking „cheap” and shrinks network diameter
- we should not build a controlling „system”, since we have enough systems around already: **the network must be informal and personal and supportive**
- **we need to offer resources** (e.g. TalentGate to the analogy of ResearchGate)

Ethical conclusions

- **ethical basis of networking:**
 - reciprocity, transparency, consistency, rationality, communication
 - disciplined, synthesizing, creating, respectful, ethical
 - sensibility, responsibility, trust (competence, relatedness, autonomy)
- support the **whole personality** not only the „talented part”
- provide **complex programs** giving lower intensity options to (currently) less motivated young people

Take-home messages



Networking is

- sharing and giving
- informal and personal
- reciprocal, transparent, consistent, rational, and communicative



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