



Coffee Chat: Networking Like A Human

2026-03-27 11:01:03 From Michelle Pessoa to Everyone:
Yes

2026-03-27 11:01:06 From Heather Varney to Everyone:
I can hear and see you.

2026-03-27 11:01:38 From Heather Varney to Everyone:
Xfinity has been down off/on all week where I'm at in east Denver.

2026-03-27 11:02:00 From Fireflies.ai Notetaker Tricia to Everyone:
Tricia invited Fireflies.ai here to record & take notes. By continuing, you agree to <https://fireflies.ai/privacy>.

Type:
'/ff pause' - pause recording
'/ff leave' - to stop recording

View Realtime notes here:
https://app.fireflies.ai/live/01KMK10W63HQJNCA03N9N19NY7?ref=live_chat

2026-03-27 11:03:19 From Laurel Waller to Everyone:
<https://ivoryella.com/pages/our-mission>

2026-03-27 11:03:32 From Connie Halvorsen to Everyone:

We have a chance of flurries today! Lol!~

2026-03-27 11:03:52 From Heather Varney to Everyone:

We call it bipolar March in CO. 🌀

2026-03-27 11:04:54 From Michelle Dixon to Everyone:

I'm new - I've been meaning to join for the past few sessions. Glad to be here.

2026-03-27 11:05:05 From Kate Chomas to Everyone:

It is my first time here, thank you!

2026-03-27 11:05:08 From Michelle Dixon to Everyone:

Thanks

2026-03-27 11:05:24 From Connie Halvorsen to Everyone:

Welcome everyone! Glad you could join us!

2026-03-27 11:05:34 From Shannon Tipton to Everyone:

Virtual Networking Planner 2026-revised.pdf

2026-03-27 11:06:32 From Connie Halvorsen to Everyone:

I like it!

2026-03-27 11:09:26 From Heather Ross to Everyone:

Do you have a binder of business cards?

2026-03-27 11:11:55 From Heather Varney to Everyone:

More QR codes for cards now

2026-03-27 11:13:44 From Heather Varney to Everyone:

Does it integrate with other apps like your email, etc?

2026-03-27 11:13:58 From Shannon Tipton to Everyone:

<https://www.learningrebels.com/wp-content/uploads/2026/02/Virtual-Networking-Planner-2026-revised.pdf>

2026-03-27 11:14:40 From Heather Ross to Everyone:

Replying to "Do you have a binder of business cards?":

Spoiler: I just listened to the Drinks After Work where you and Deb were talking about this.

2026-03-27 11:14:56 From Jason Dreyer to Everyone:

Introversion - social anxiety

2026-03-27 11:14:59 From Heather Varney to Everyone:
The energy it takes

2026-03-27 11:15:01 From Laurel Waller to Everyone:
Time

2026-03-27 11:15:08 From Jessica Koleno to Everyone:
Small talk

2026-03-27 11:15:09 From Jason Dreyer to Everyone:
I hate people

2026-03-27 11:15:11 From Maureen Flanagan to Everyone:
I think how you respond to networking depends on whether you are more introverted or extroverted.

2026-03-27 11:15:20 From Michelle Pessoa to Everyone:
It seems greedy and insincere.

2026-03-27 11:15:26 From Victoria Nelson to Everyone:
The feeling that you need to be "on" and selling yourself.

2026-03-27 11:15:40 From Heather Ross to Everyone:
Imposter Syndrome - what can I possibly offer these totally grown-up professional people who all absolutely know what they're doing?

2026-03-27 11:16:26 From Heather Varney to Everyone:
Also wariness. So much is spam/scam that I hesitate at how to reach out without sounding like another spam message.

2026-03-27 11:16:44 From Victoria Nelson to Everyone:
Being on the receiving end of networking/connection requests that feel transactional or that someone is using me simply to get a job or a sales lead.

2026-03-27 11:16:51 From Michelle Pessoa to Everyone:
Replying to "Imposter Syndrome - what can I possibly offer thes...":
And what if they want more than I'm willing to give in return?

2026-03-27 11:17:39 From Michelle Pessoa to Everyone:
Months go by without me looking at LinkedIn...

2026-03-27 11:18:09 From Maureen Flanagan to Everyone:

Replying to "Months go by without me looking at LinkedIn...":

Same. My birthday is in December and I just saw the greetings there last week. :-)

2026-03-27 11:18:21 From Laurel Waller to Everyone:

Replying to "Months go by without me looking at LinkedIn...":

Same! I put 30 minutes on my calendar on Fridays to look at LinkedIn, and I haven't in over a year. 🙄

2026-03-27 11:18:24 From Betsy Spetich to Everyone:

Is that fear of rejection?

2026-03-27 11:18:25 From Heather Varney to Everyone:

Unless you're job searching or posting content often, many aren't on LI often.

2026-03-27 11:19:40 From Connie Halvorsen to Everyone:

I don't feel like I really have a purpose related to the networking. Sometimes I just want to hang out with people and listen! Neither do I feel like I have anything to offer anyone. I'm a "Jill of all trades, expert at none." :)

2026-03-27 11:20:15 From Heather Varney to Everyone:

Does anyone else feel like if you reach out and do start a convo that you then feel obligated to continue it, like maybe you're not sure where the convo should go next and it then feels like you are tied to carrying it on?

2026-03-27 11:20:29 From Heather Ross to Everyone:

Replying to "Is that fear of rejection?":

Mine is probably rooted in the fact that I don't have a degree in L&D. Hooray for transferrable skills

2026-03-27 11:20:36 From Connie Halvorsen to Everyone:

Replying to "Does anyone else feel like if you reach out and do...":

Yes, definitely.

2026-03-27 11:20:47 From Jason Dreyer to Everyone:

Replying to "Does anyone else feel like if you reach out and do...":

Exactly

2026-03-27 11:21:02 From Maureen Flanagan to Everyone:

LinkedIn now feels like Facebook for business.

2026-03-27 11:21:15 From Betsy Spetich to Everyone:

Replying to "Is that fear of rejection?":

I don't have a degree either. I kind of fell into it and am learning on the job.

2026-03-27 11:21:32 From Heather Ross to Everyone:

Replying to "LinkedIn now feels like Facebook for business.":

If you're lucky. Sometimes, it just feels like Facebook and misses the business part

2026-03-27 11:22:47 From Heather Varney to Everyone:

It does help to @mention someone in response posts to bring the original poster's attn back to you specifically.

2026-03-27 11:23:35 From Ambar Mravetz to Everyone:

My purpose is to connect with other L&D professionals. I want to check in with people and be there for them/and hope they're there for me.

2026-03-27 11:23:43 From Betsy Spetich to Everyone:

You are offering a listening ear.

2026-03-27 11:23:45 From Heather Ross to Everyone:

Does anyone else sometimes feel like a kid at their classmate's birthday party? You have a connection by being in the same class/industry, but you don't know what to talk about?

2026-03-27 11:23:55 From Michelle Pessoa to Everyone:

Replying to "Is that fear of rejection?":

L&D didn't exist as a degree when I graduated. I have an MS in Package Design and a BS in Architecture.

2026-03-27 11:23:57 From Heather Varney to Everyone:

I can't do in-person networking effectively anymore...hearing loss makes it really tough.

2026-03-27 11:23:59 From Sandra Guzman to Everyone:

I was networking at a sales conference just to let them know who I am, what part of the business I support and to just listen in and chime in where there were opportunities present. Just approached people at breakfast, lunch, dinner... and just asked if they minded me joining their table.

2026-03-27 11:24:07 From Heather Ross to Everyone:

Replying to "Is that fear of rejection?":

Same!

2026-03-27 11:25:21 From Michelle Pessoa to Everyone:

Replying to "Does anyone else sometimes feel like a kid at thei...":

I didn't get invited to those parties.

2026-03-27 11:26:25 From Betsy Spetich to Everyone:

Replying to "Is that fear of rejection?":

My BS is in Forestry & Wildlife Management and MS is in Environmental Interpretation which is kind of linked to L&D in a nonformal way.

2026-03-27 11:26:57 From Heather Varney to Everyone:

I have to watch myself from kicking into needs analysis mode, even in casual convos. side effective of being and ID. 😬

2026-03-27 11:27:11 From Connie Halvorsen to Everyone:

I like to get on and play the games! Lol. I'll network with the gamers! 😁

2026-03-27 11:28:06 From Maureen Flanagan to Everyone:

I don't mind connecting people if I know both parties. I feel like I'm putting my reputation or relationship on the line when I don't really know both parties. I feel the ick when I feel used.

2026-03-27 11:29:06 From Heather Ross to Everyone:

Replying to "Does anyone else sometimes feel like a kid at thei...":

@Michelle Pessoa you can come to my parties

2026-03-27 11:29:12 From Laurel Waller to Everyone:

Does anyone have suggestions for LinkedIn care routines? How do you remember it exists lol?

2026-03-27 11:30:39 From Victoria Nelson to Everyone:

You're an ambivert, Shannon!

2026-03-27 11:30:42 From Heather Varney to Everyone:

We used to be required to sit with retailers at meals when we were trainers at a conf, specifically to get to know them and their needs, pain points.

2026-03-27 11:31:25 From Maureen Flanagan to Everyone:

I'm a sociable introvert. When I am with a smaller group of people I know / trust, I can be more outgoing. However, too many new inputs is overstimulating, overwhelming and exhausting.

2026-03-27 11:31:42 From Connie Halvorsen to Everyone:

I have 2 degrees and I still don't feel like I have anything to offer.

2026-03-27 11:32:15 From Nicole Duclos to Everyone:

HA - so is mine! Wildlife Biology

2026-03-27 11:32:42 From Heather Ross to Everyone:

I love having conversations with strangers. If I really step in it, I can just not introduce myself and disappear into the shadows

2026-03-27 11:33:48 From Connie Halvorsen to Everyone:

Replying to "Does anyone have suggestions for LinkedIn care rou...":

I've signed up for several newsletters from linkedIn therefore, I always get a few emails from linkedin every morning. That is a reminder!

2026-03-27 11:34:33 From Sandra Guzman to Everyone:

Yes, I did a little prep before to have a couple of questions in my back pocket.

2026-03-27 11:34:50 From Heather Varney to Everyone:

I also find it interesting to note the differences between Americans and those in other countries, ie Europe. In US we introduce what we do for work and such and that is seen as insincere or odd in Europe. We sound too competitive or materialistic to others.

2026-03-27 11:34:52 From Connie Halvorsen to Everyone:

Replying to "Yes, I did a little prep before to have a couple o...":

Good idea. I need to try this, I think.

2026-03-27 11:34:57 From Victoria Nelson to Everyone:

One of my favorite things to ask at a networking event is "What brought you here today?"

2026-03-27 11:35:09 From Laurel Waller to Everyone:

Our ATD does book clubs and thankfully they send out the discussion questions ahead of time so I have time to gather my thoughts.

2026-03-27 11:35:51 From Betsy Spetich to Everyone:

Replying to "Yes, I did a little prep before to have a couple o...":

It does help me approach people if I know I have something to contribute. Thinking about it ahead of time helps me feel less anxious.

2026-03-27 11:35:58 From Connie Halvorsen to Everyone:

Replying to "Our ATD does book clubs and thankfully they send o...":

I love that idea! I think having discussion questions and/or topics would be useful.

2026-03-27 11:36:06 From Laurel Waller to Everyone:

Replying to "I also find it interesting to note the differences...":

Yes! I just watched Trevor Noah's most recent stand up and he talks about this.

2026-03-27 11:38:16 From Michelle Pessoa to Everyone:

Replying to "I also find it interesting to note the differences...":

Yes, and even within the US, the regional differences are HUGE. As a New Yorker, I

always assume someone wants something when they say, "Hi."

2026-03-27 11:38:57 From Laurel Waller to Everyone:

I have to plan my networking based on my energy levels. I like to go when I know my energy is at its highest peak and remove myself before my battery is drained.

2026-03-27 11:39:15 From Heather Varney to Everyone:

I am a bit odd maybe in that ATD conf was fun for me, even if I was exhausted. I don't have a problem in a crowd of 20k+ people but do have more issues in settings where I know people more, like a team outing or something.

2026-03-27 11:39:20 From Maureen Flanagan to Everyone:

I remember my (extroverted) brother-in-law saying that you don't go to conferences to learn, but to find your next job. Conferences feel like high-school cliques all over again. As I get older, I simply don't care to make small talk with people I'll never see again. My energy stores are finite so I'm selectively social. :-)

2026-03-27 11:39:39 From Shannon Tipton to Everyone:

<https://www.learningrebels.com/wp-content/uploads/2026/02/Virtual-Networking-Planner-2026-revised.pdf>

2026-03-27 11:40:04 From Michelle Pessoa to Everyone:

Replying to "I also find it interesting to note the differences...":

Person X: "How y'all doin!"

Me (thinking): "OMG, what does he want?"

2026-03-27 11:40:16 From Heather Varney to Everyone:

Yes!!! I did session monitoring and it is interesting

2026-03-27 11:40:48 From Heather Varney to Everyone:

Oh our industry does not like being told to move forward. lol

2026-03-27 11:41:05 From Heather Ross to Everyone:

Replying to "I also find it interesting to note the differences...":

@Michelle Pessoa I do want something - new friends and people to bounce ideas off of. I'm weird like that, though. :)

2026-03-27 11:41:22 From Nicole Duclos to Everyone:

Hey there - Alaskan here!

2026-03-27 11:41:26 From Heather Ross to Everyone:

There's more moose

2026-03-27 11:41:57 From Michelle Pessoa to Everyone:

Replying to "I also find it interesting to note the differences...":



2026-03-27 11:43:31 From Heather Varney to Everyone:

Watch what happens when the presenters ask the audience to “talk” to their neighbors. I watched 30 people get up and walk out at that point rather than talk to neighbors. 😬

2026-03-27 11:44:36 From Connie Halvorsen to Everyone:

Replying to "Watch what happens when the presenters ask the aud...":

It's like breakout rooms. People sometimes leave rather than getting into breakout sessions.

2026-03-27 11:44:51 From Heather Varney to Everyone:

After observing many sessions, there were right and wrong ways to engage people for sure.

2026-03-27 11:45:01 From Michelle Pessoa to Everyone:

Replying to "Watch what happens when the presenters ask the aud...":

Yup. Even on a conference call.

2026-03-27 11:45:27 From Maureen Flanagan to Everyone:

Replying to "Watch what happens when the presenters ask the aud...":

I enjoy the breakout rooms in Shannon's sessions. It introduces us to other Learning Rebels we may not otherwise meet.

2026-03-27 11:45:30 From Shannon Tipton to Everyone:

<https://www.learningrebels.com/wp-content/uploads/2026/02/Virtual-Networking-Planner-2026-revised.pdf>

2026-03-27 11:46:28 From Connie Halvorsen to Everyone:

Easiest: Give positive feedback

2026-03-27 11:46:39 From Heather Varney to Everyone:

Tag/respond to a peer's post

2026-03-27 11:46:41 From Betsy Spetich to Everyone:

Easiest - Help Someone

2026-03-27 11:46:56 From Heather Ross to Everyone:

Respond to a post with a deeper question (Why? How? What?)

2026-03-27 11:47:00 From Victoria Nelson to Everyone:
Follow & engage with someone

2026-03-27 11:47:09 From Ambar Mravetz to Everyone:
Easiest: Give someone a shout-out

2026-03-27 11:47:38 From Heather Varney to Everyone:
There's a question though maybe, why do so many of us have a hard time with focus being on us?

2026-03-27 11:47:43 From Barbara Nuss to Everyone:
Share an article with a specific person instead of a post to the world.

2026-03-27 11:47:46 From Victoria Nelson to Everyone:
Hardest: respond to a post with a deeper question

2026-03-27 11:47:57 From Jason Dreyer to Everyone:
Post a question that invites conversation

2026-03-27 11:48:22 From Laurel Waller to Everyone:
Having a regular LinkedIn routine to start doing any of these 😊

2026-03-27 11:48:27 From Ambar Mravetz to Everyone:
I agree! Respond to a post with a question because I don't know if what I'll be saying is "deep"

2026-03-27 11:48:34 From Betsy Spetich to Everyone:
Hardest: Post a question that invites conversation (not just answers)

2026-03-27 11:48:35 From Heather Ross to Everyone:
Hardest: Share a resource, article or video - I'm usually there to find those things

2026-03-27 11:48:40 From Heather Varney to Everyone:
Yeah, save anything you want to return to. LI is horrible able that otherwise

2026-03-27 11:49:24 From Heather Varney to Everyone:
Hardest: following up on a convo a week later. Life just tends to get in the way.

2026-03-27 11:49:28 From Barbara Nuss to Everyone:
Build your connections by inviting everyone you meet to connect with you on LinkedIn - then just engage when the topic truly does inspire you.

2026-03-27 11:49:34 From Barbara Nuss to Everyone:
Be authentic.

2026-03-27 11:50:48 From Laurel Waller to Everyone:
@Shannon Tipton you check your LinkedIn every morning?

2026-03-27 11:51:06 From Heather Varney to Everyone:
I have to set reminders like that. I also find it easy to remind others to do things but struggle to remember to do things I need to do.

2026-03-27 11:52:03 From Michelle Dixon to Everyone:
I love that @Barbara Nuss! Don't jump in if you don't want to continue the conversation.

2026-03-27 11:52:23 From Michelle Dixon to Everyone:
Don't spend all day trying to find a golden nugget - BRILLIANT!

2026-03-27 11:53:04 From Heather Varney to Everyone:
Follower vs leader activities

2026-03-27 11:53:43 From Michelle Dixon to Everyone:
Another GREAT tip @Brandee Hicks - include others in the conversation who you know

2026-03-27 11:55:33 From Connie Halvorsen to Everyone:
That's a great idea @Barbara Nuss, read and share a "gold nuggets" you come across!

2026-03-27 11:56:50 From Heather Varney to Everyone:
Discernment is necessary. If too many posts, could be ai generated/automated postings.

2026-03-27 11:57:14 From Heather Ross to Everyone:
I don't mind video, but for the love of all that's good and fluffy, make it relevant.

2026-03-27 11:57:58 From Heather Varney to Everyone:
@shannon, do you set a limit to how long or what you view daily to keep random scrolling in check?

2026-03-27 11:58:04 From Connie Halvorsen to Everyone:
I prefer to start my day with a couple of very quick games! 😊

2026-03-27 11:59:44 From Barbara Nuss to Everyone:
I go straight to email, too. And it works for me. I do LinkedIn when I have down times and I typically check it a few times per week. Based on my LinkedIn settings I receive an email if I'm mentioned.

2026-03-27 12:00:22 From Barbara Nuss to Everyone:
To gain consistency I use Buffer for scheduled posts.

2026-03-27 12:01:16 From Maureen Flanagan to Everyone:
Funny video: Email/meeting

<https://youtu.be/U8VdWn636Jg?si=debAAoYinr9E9w6r>

2026-03-27 12:01:20 From Michelle Dixon to Everyone:
Got to go to next meeting. Thanks I can't wait for the next one.

2026-03-27 12:01:23 From Regina Doeppel to Everyone:
If I start my day on LinkedIn, then I am sucked into other social media platforms. I know this about myself so I jump right into email and when I have a break in the day I will check it.

2026-03-27 12:01:28 From Shannon Tipton to Everyone:
Q2 Coffee Chats:
<https://us02web.zoom.us/meeting/register/v1alwVzsR5CXcFrXT5emFQ>

2026-03-27 12:01:32 From Heather Ross to Everyone:
That's what happens when you're having fun networking

2026-03-27 12:02:01 From Shannon Tipton to Everyone:
Loneliness in the workplace:
<https://hbr.org/2025/09/loneliness-is-reshaping-your-workplace>

2026-03-27 12:02:33 From Heather Varney to Everyone:
I was more lonely IN office vs WFH

2026-03-27 12:02:37 From Regina Doeppel to Everyone:
Definitely feeling that being remote.

2026-03-27 12:03:17 From Regina Doeppel to Everyone:
Looking forward to April 10. I feel stuck!

2026-03-27 12:03:47 From Maureen Flanagan to Everyone:
I meet up with a group of colleagues / friends I met through work once each month. We were talking about how we feel like we are part of the season 1 or 2 of The Office and now we know very few of the season 4 cast of characters.

2026-03-27 12:04:24 From Connie Halvorsen to Everyone:
Have a great weekend, everyone!

2026-03-27 12:04:49 From Sandra Guzman to Everyone:

I just started playing "Stand By Me" for my leadership training calls before our sessions start.

2026-03-27 12:05:13 From Ambar Mravetz to Everyone:

Replying to "Have a great weekend, everyone!":
You too!

2026-03-27 12:05:47 From Regina Doeppel to Everyone:

Go DODGERS!

2026-03-27 12:05:49 From Heather Ross to Everyone:

Or that Knocking on Heaven's Door was originally a Bob Dylan song

2026-03-27 12:06:40 From Sandra Guzman to Everyone:

Thank you for another great coffee chat!

2026-03-27 12:06:48 From Shannon Tipton to Everyone:

Thank you!!

2026-03-27 12:07:23 From Heather Varney to Everyone:



2026-03-27 12:09:12 From Heather Varney to Everyone:

I broke out the flip flops yesterday. A bit unusual for March here

2026-03-27 12:12:28 From Heather Varney to Everyone:

That is still networking!

2026-03-27 12:12:42 From Heather Varney to Everyone:

Yup

2026-03-27 12:13:00 From Heather Varney to Everyone:

The introverts must have spoken up about that. 🤔

2026-03-27 12:13:24 From Heather Varney to Everyone:

If we HAVE to network, can we do something we want to do? 😊

2026-03-27 12:15:09 From Heather Varney to Everyone:

Maybe they are going that route for biz to offer space and get exposure and biz in return?

2026-03-27 12:16:33 From Heather Varney to Everyone:

Yeah ya learning rebel. 🤪🤪

2026-03-27 12:16:44 From Heather Varney to Everyone:

100

2026-03-27 12:16:55 From Heather Varney to Everyone:

I love that pin

2026-03-27 12:17:34 From Heather Varney to Everyone:

Thanks!