

THE B.R.I.D.G.E. FRAMEWORK

Six Pillars for Building Transformational Relationships

Networking collects contacts. Bridge-building cultivates relationships. These six pillars are the difference. Each one includes a **working definition**, a **real-world example**, and the **Coffee Conversation question** that activates it.

B	Be Intentional	Relationships don't happen by accident. Every meaningful connection starts with a deliberate choice to invest your time and energy in another person's success. Red Flag: You only talk to people when you need something from them.	In Practice: You don't wait to bump into a colleague in the breakroom. You schedule a 15-minute coffee conversation this week with someone outside your department and come prepared with one thoughtful question about their work. Coffee Q: "What matters most to you in your work right now?"
R	Reciprocate Value	Give before you ask. Lead with generosity: offer support, share resources, celebrate others' wins. Do it without keeping score or expecting immediate return. Red Flag: You keep a mental ledger of favors given and owed.	In Practice: A coworker mentions struggling with a new process. Before they ask for help, you send them the quick-reference guide that helped you, or connect them with someone who has solved the same problem. Coffee Q: "What challenge might I help with, or know someone who could?"
I	Invest Consistently	Small deposits compound over time. Regular touchpoints (a quick message, a shared article, a word of encouragement) build relationship capital that pays dividends when it matters most. Red Flag: You reach out only during annual reviews or when you need a reference.	In Practice: Every Monday morning, you spend 5 minutes sending one check-in message to someone you haven't connected with recently. Over 90 days, that's 12+ relationships strengthened without a single meeting on the calendar. Coffee Q: "How can I stay connected with you going forward?"
D	Demonstrate Trust	Vulnerability accelerates connection. Share appropriate challenges, admit what you don't know, and create space for others to do the same. Trust is built in moments of honesty, not perfection. Red Flag: You never let anyone see you struggle, and no one feels safe struggling around you.	In Practice: In a team meeting, instead of pretending you have the answer, you say: "I'm stuck on this. Has anyone tackled something similar?" That openness invites collaboration instead of competition. Coffee Q: "What do you wish more people understood about your role?"
G	Grow Together	Seek mutual development. The strongest relationships are those where both parties invest in each other's growth, learning, and professional advancement, not just one direction. Red Flag: You mentor but never seek mentoring. You teach but never ask to learn.	In Practice: You and a peer in another department agree to share one leadership resource per month and spend 15 minutes discussing what you're each applying from it. Both of you grow. Neither carries the relationship alone. Coffee Q: "What skills or resources are you working to develop?"
E	Expand Your Reach	Connect across boundaries. Build relationships beyond your immediate team, department, and comfort zone to multiply your influence, perspective, and impact across the organization. Red Flag: Everyone in your network looks like you, thinks like you, and works near you.	In Practice: At a company event, you sit with people you don't normally work with and ask: "What does your team need that most people don't realize?" One conversation. New perspective. A bridge that didn't exist yesterday. Coffee Q: "Who else in the organization should I connect with?"

B.R.I.D.G.E. SELF-ASSESSMENT | Know Where You Stand

Rate yourself honestly on each pillar. **1 = This is a blind spot** **3 = I'm inconsistent** **5 = This is a strength**

	PILLAR	WHAT 5/5 LOOKS LIKE	MY SCORE
B	Be Intentional	I schedule intentional conversations without being asked.	1 2 3 4 5
R	Reciprocate Value	I give resources and support without tracking who owes me.	1 2 3 4 5
I	Invest Consistently	I maintain touchpoints weekly, not just when I need something.	1 2 3 4 5
D	Demonstrate Trust	I openly admit challenges and create a safe space for others to do the same.	1 2 3 4 5
G	Grow Together	I actively develop others and seek development from them.	1 2 3 4 5
E	Expand Your Reach	I consistently build relationships outside my immediate circle.	1 2 3 4 5

MY STRONGEST PILLAR:	MY GROWTH PILLAR:
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KC'S COACHING TIPS | What I've Learned in 33 Years of Leadership

<p>START WITH YOUR WEAKNESS You don't need to master all six pillars at once. Pick the ONE where you scored lowest and commit to practicing it for 30 days. Consistency in one area creates momentum across all six. Start with one. Build from there.</p>	<p>USE THE COFFEE CONVERSATION Every Coffee Question on page 1 is a ready-made conversation starter. You don't need a script. You need 15 minutes, curiosity, and one good question. The framework does the rest. One question. One conversation. One bridge.</p>
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MY 30-DAY B.R.I.D.G.E. COMMITMENT

The pillar I will focus on for the next 30 days: _____

One specific action I will take this week: _____

The person I will reach out to first: _____

My accountability partner: _____

QUICK REFERENCE | The Coffee Conversation in 15 Minutes

PHASE 1: OPEN THE DOOR	PHASE 2: BUILD THE BRIDGE	PHASE 3: CREATE CONTINUITY
2-3 minutes "What's keeping you busy?" Listen. Find common ground.	8-10 minutes Use the Coffee Q's from page 1 Listen 70%. Talk 30%.	2-3 minutes "Can we check in next month?" Follow up within 24 hours.

KC'S REAL TALK: The B.R.I.D.G.E. Framework isn't a networking hack. It's a leadership discipline. The people who master these six pillars don't just build better relationships. They become the kind of leader others want to follow.

YOUR BUILDING BRIDGES JOURNEY

Session 1 TODAY The Foundation	Session 2 NEXT B.R.I.D.G.E. Builder	Session 3 5-5-5 Tracker	Session 4 Coffee Conversations
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**"Relationships are the bridges to excellence. Build them intentionally.
 Nurture them consistently. Watch your influence multiply."**

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