

Mentorship and Sponsorship

Secure mentors first

- Women with mentors are more likely to apply for promotions

Sponsors come later in your career

- Women with sponsors are more likely to get key opportunities

Successful executives use coaches

- Don't turn down this development tool

Be a good mentee:

- Be ready and able to meet on a regular basis.
- Be personally responsible and accountable for learning, listening, growing.
- Be clear about career goals, needs and wants. Mentoring isn't therapy!
- Be willing to ask for help, show vulnerability, explore different paths.
- Be able to seek and accept feedback.

Make sure you and your mentor are on the same page on:

- Communication methods and expected response times.
- Meetings: Where, when, who schedules?
- Confidentiality: What is sharable and what isn't?
- Focus: What are the parameters; what's in and out of bounds?
- Goals, accountability, and feedback: Decide how important it is to set formal expectations in these areas

Discussion question for you and your team:

How can we make it easier for mentoring relationships to be effective for our team?