

Welcome to the WCOOC

Mentoring and Sponsorship: How to leverage and manage your network



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Today's Agenda

- Mentoring versus Sponsoring – what's the difference?
- What should you look for in a Mentor?
- What should you look for in a Sponsor?
- How do you get one? How to secure a great mentor and / or sponsor
- What is expected of you to make the relationship work?



Mentorship

Vs

Sponsorship

- Mentors have Mentees
- Offer guidance on career success
- Provide input on how to build skills and capabilities
- Help craft a career vision
- Help mentee 'skill up'
- Give suggestions for career advancement and opportunity awareness
- Support the mentee in how to increase visibility
- Share the 'unwritten rules' for advancement within the organisation

- Sponsors have Protégés
- A senior level staff member invested in the protégés career success
- Promote the protégé directly and connect them to assignments and people to build skills and capabilities
- Drive the protégés career vision
- Help protégé 'move up'
- Personally invested in the upwards movement of the protégés career
- Champion their protégés visibility using their own platforms as a medium
- Actively involves protégés in experiences that enable advancement



What should you look for in a Mentor?

- What specifically do you want from a Mentor?
- Relevant experience – ideally 4+ years more experience than you in a similar field
- Knowledge
- Willingness and enthusiasm
- Capacity!
- Strong interpersonal skills
- Right mentor = right situation and right time. A mentor doesn't have to be for life!
- You can have more than one.

Watch out for:

- Picking someone senior / obvious
- Beliefs, bias and baggage



What should you look for in a Sponsor?

- What specifically do you want from a Sponsor?
- They should be powerfully positioned - ideally 2 levels above you in the organisation
- Strong social capital within and outside of the organisation
- Influence in your area of work
- Organisational 'clout'
- Someone who will put their reputation on the line for you

Watch out for:

- Don't mistake competence for confidence
- The relationship is not 'for free' as a protégé so be prepared to give back



How do I get a Mentor and / or a Sponsor?

Identification stage

- Know who/what you want - map the potential roles out. Who/what roles fit the descriptions on pages 4 and 5?
- Ask around
- Raise your hand and ask for one
- Have more than one option
- If your organisation has a well run programme, find out what you need to do to get on it BUT don't rely on it.
- Be visible...sponsors sometimes find you!
- Depending on the situation, don't just look within your organisation

Introduction stage

- Don't go in cold – make sure there is a fit first
- Be patient but persistent!



What is expected of me to make this work?

- Have clear career goals
 - what is your next goal?
 - what are your strengths & where have you been successful?
 - where do you want to grow and why?
 - why do you want a mentor in general?
 - why do you want a particular mentor?
- Have a mentoring or sponsoring 'agreement' – expectations, process, & desired outcomes.
- Connect...often
- Drive the agenda and the logistics
- Be appreciative and give back



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