

Mentors & Sponsors: Activity Workbook

Reflection

Part 1: Reflect on the following and record your thoughts (and we will discuss in Breakout Rooms):

(1) Thinking about the next step in your career, where do you most need support from a mentor and/or development opportunities provided by a sponsor?

[Type your response here.]

(2) Who can provide you with the opportunity to learn (a mentor) and/or is in a role that can give you the opportunity to shine (a sponsor)?

[Type your response here.]

Creating your Script

Examples of points from which to develop a script to pitch to a mentor and what you want to highlight for a sponsor:

- To recruit a mentor, how would you describe what you need from them, such as:
 - an analysis of your organization with cautions about pitfalls
 - hearing about their successes and/or failures and what they learned
 - role modelling of the way to present yourself
 - listening to your experiences and providing perspective and advice.
- To attract a sponsor, they need to see you shine. How could you convince a potential sponsor to help you to:
 - promote your successes to people you want to work for
 - find opportunities for you to demonstrate your capacity
 - introduce you to key influencers on your organization

[Type your script example here.]

Mentors & Sponsors: Activity Workbook

Breakout Rooms

- **Questions for listeners**

- ✓ Did you understand what she wants to happen?
- ✓ Was the message clear?
- ✓ Do you know what she wants to learn from a mentor?
- ✓ Do you know what she wants a sponsor to help her show off?
- ✓ What feedback can you provide to make the message clearer?

[Type your response here.]

Paths to Success

Part 1: Using the success checklist on the page below, assess and reflect on the below questions:

1. What practices on the list have you achieved already?

[Type your response here.]

2. What is your next step?

[Type your response here.]

3. When will you complete this step?

[Type your response here.]

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SUCCESS CHECKLIST FOR Mentors & Sponsors (click the box to form a check mark)

- Clarify your career goals, and what you need to get there
- Consider what ways you can connect with mentors and meet potential sponsors on-line
- Be more open and deliberate with people at work in asking for help and saying what your goals are
- Identify people who you would like to be your mentors, from whom you would like to learn Ask your mentor for help to explore different paths and perspectives
- Negotiate with your mentor to ask for what you need and how long the connection will last
- Identify people who could be your sponsors
- Find opportunities to work with potential sponsors (Volunteer? Join a Social Committee? Fundraising? School?) so they see your talent
- Create opportunities, e.g., at a meeting check-in, to describe your successes to others
- In the case where you know your sponsor(s), share with them what would be valuable to you

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Appendix A: Leadership Core Competencies



Appendix B: Refining your Practices



Mentors & Sponsors: Activity Workbook

Appendix C: References

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