

Maximizing Mentor and Sponsor Opportunities

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Difference Between Mentoring and Sponsoring

- Mentors can be internal or external with external bringing some of the highest value
- Mentors talk with you and provide insights and counsel outside of your normal management channels
- Sponsors can be internal or external with internal bringing the highest value
- Sponsors talk about you and help promote your value and readiness to take on larger opportunities

Maximizing Mentor Opportunities

- Identify both internal and external mentors that you can meet with regularly- continue to network and attend events
- Have specific items or challenges prepared in advance including potential solutions and impacts for your discussions
- Ask for feedback and insights on best approaches to the best potential solutions
- Be open to advice and counsel to areas that you may not have considered previously.
- Find ways to add value to the mentoring relationship and demonstrate your appreciation

Maximizing Sponsor Opportunities

- Identify Sponsors that see your value and contributions that are key influencers in decision making process
- Discuss your aspirations and get their advice and counsel on how best to develop in areas needed
- Discuss with incumbents and leaders your interest in specific roles
- Demonstrate progress on gap areas of development
- Keep your sponsor updated and are them with examples of impact and readiness so they can help promote and influence opportunity decisions
- Find ways to add value to the relationship and show appreciation.