

Forget A Mentor Find Sponsor The New Way To Fast Track Your Career Sylvia Ann Hewlett

Forget A Mentor Find Sponsor The New Way To Fast Track Your Career Sylvia Ann Hewlett Forget Mentors Find Sponsors The New Way to FastTrack Your Career Sylvia Ann Hewletts Revolutionary Approach Are you tired of feeling stuck in your career Do you diligently network attend workshops and even have a mentor yet still find yourself struggling to climb the corporate ladder Youre not alone According to renowned economist and author Sylvia Ann Hewlett the traditional mentormentee relationship might not be the most effective path to career advancement anymore Her groundbreaking work advocates for a new approach finding a sponsor This isnt just about networking its about securing a powerful advocate who actively champions your advancement Image A stylized graphic showing a network of people with one person highlighted prominently symbolizing a sponsor advocating for another Whats the Difference Between a Mentor and a Sponsor Many people use the terms mentor and sponsor interchangeably but theres a crucial distinction Mentor Offers guidance advice and shares their experience Think of them as a trusted advisor who helps you navigate your career path They offer valuable insights but dont necessarily have the power to directly influence your promotions or opportunities Sponsor Actively promotes your career advancement They use their influence and power within the organization to push for your promotions advocate for you in key meetings and open doors to new opportunities Theyre not just advising theyre acting on your behalf Image A simple table comparing Mentors and Sponsors highlighting key differences in roles and actions Why Sponsors are Crucial in Todays Workplace In todays fastpaced often opaque corporate world having a sponsor can be the difference between a steady climb and a stalled career Hewletts research highlights that women and minorities often lack access to the powerful networks and sponsorships needed to reach senior leadership positions Sponsors 2 Open Doors They introduce you to influential people you wouldnt otherwise meet Advocate for You They champion your ideas and capabilities to decisionmakers Push You Forward They actively seek out opportunities that match your skills and ambitions Provide Visibility They ensure your accomplishments are recognized and rewarded Offer Strategic Advice They provide guidance tailored to advancement within the organization How to Find and Cultivate a Sponsor Finding a sponsor isnt about begging for favors its about building a genuine relationship based on mutual respect and trust Heres a stepbystep guide 1 Identify

Potential Sponsors Look for individuals who Have Influence Hold senior positions and have a proven track record of success Share Your Values Align with your professional goals and ethics Demonstrate a Commitment to Diversity and Inclusion If applicable this is crucial for individuals from underrepresented groups 2 Build a Strong Relationship Demonstrate competence Consistently exceed expectations in your current role Seek out opportunities for interaction Attend company events participate in relevant committees and volunteer for challenging projects Network strategically Dont just collect business cards build genuine connections Be proactive Dont wait for them to reach out initiate conversations and demonstrate your initiative 3 Articulate Your Aspirations Clearly communicate your career goals and how you plan to achieve them Prepare a concise and compelling narrative that highlights your accomplishments and future potential 4 Seek Sponsorship Explicitly with tact This is the crucial step Dont be afraid to directly ask for sponsorship but do so strategically For example you could say Im aiming for position within the next timeframe Id be grateful for your advice and guidance on navigating that path and would greatly appreciate it if you would consider being a sponsor for me 5 Maintain the Relationship 3 Regularly update your sponsor on your progress seek their feedback and show your appreciation This isnt a onetime request its an ongoing relationship that requires nurturing Image A flowchart illustrating the process of finding and cultivating a sponsor Practical Examples Example 1 Sarah a marketing manager identified a senior VP who had a track record of promoting women She proactively networked with her showcasing her achievements and eventually asked the VP to sponsor her for a leadership role The VP impressed by Sarahs skills and ambition actively supported her promotion Example 2 David an engineer noticed a pattern of internal promotions among a particular department leads team He researched the leads career trajectory and then strategically approached them for mentorship and sponsorship The lead recognizing Davids potential facilitated his transfer to their team and guided his career advancement Summary of Key Points Mentors provide guidance sponsors actively promote your career advancement Sponsors are particularly crucial for women and underrepresented groups Finding a sponsor requires proactive networking building genuine relationships and explicitly asking for sponsorship Cultivating the relationship through consistent communication and showing appreciation is vital for longterm success 5 FAQs 1 What if I cant find a sponsor within my organization Explore networking opportunities outside your company perhaps through industry associations or professional groups 2 What if my potential sponsor declines Dont be discouraged It might not be the right fit or they may be too busy Continue networking and focus on building relationships with others 3 How do I know if someone is a good potential sponsor Look for individuals with influence a track record of success and a genuine interest in your career growth 4 Is it ever appropriate to ask for a specific benefit or

promotion While you should articulate your aspirations directly demanding a promotion is rarely effective Focus on building a strong case for your capabilities and let your sponsor advocate for you 4 5 What if my sponsor doesn't deliver on their promises Its disappointing but it happens Reflect on the relationship and consider if its worth continuing Dont let this deter you from seeking out other potential sponsors By understanding the power of sponsorship and implementing these strategies you can significantly accelerate your career trajectory and achieve your professional ambitions Forget just mentoring embrace the power of sponsorship its the new way to fasttrack your success

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what if you could consistently bring in 5 000 to 50 000 in real estate cash flow every

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as she prepares for the 2004 summer olympics our best hope for middle distance gold tells young women runners where they go wrong and shares the training and nutrition secrets that put her own career on the fast track suzy favor hamilton is the premier female middle distance runner in the united states whose many honors include 6 u s national championships 9 ncaa titles and 4 big ten athlete of the year awards now called the suzy favor award in this book she teams up with jose antonio ph d one of the pre eminent exercise and sports nutrition scientists in the country to show young female runners how to improve at their favorite sport currently there are 4 6 million women in the united states who run 100 days or more each year in fast track they will discover how much how hard and when to train and rest the pros and cons of strength training cross training stretching and other non running exercises how to avoid the top ten mistakes runners usually make why suzy s diet program is very different than is generally recommended and how this program has led to dramatic improvements in her running and in her life off the track suzy s real world experience competing at the highest level in athletics combined with dr antonio s in depth knowledge of exercise and nutrition science will make this book a must read for all female runners both competitive and recreational who want to go faster play harder and minimize the risk of injury

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a basic how to guide for building a very real and attainable top paying future addressed to self starters listing includes only those careers that require no extensive training or lengthy academic preparation i e investment banking real estate sales executive search wall street trader securities trader securities sales stock broker securities analyst cable tv public relations broadcast journalism auctioneering restaurateurs chefs hotel management readers will learn the who what where and why of each field each job chapter includes entry level and long range earnings employment outlook for the 1980 s and 1990 s day to day activities and responsibilities personality and image appropriate to the position minimum education requirements

best geographic locations facts about each field s top employers the perfect resume or letter for obtaining an interview interviews with those with hiring authority grooming your career once you are in special benefits in each industry personal anecdotes and advice and where to get more information

the popular rainbow six game is now available for the console psx n64 and color gameboy players lead an elite multinational rusk force battling terrorism in an action strategy thriller game play is organized around a series of missions in which the player must plan and execute attacks on terrorist installations this game is a combination of strategy team building and true to life military action

includes abstract of the proceedings of the county agricultural societies

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