

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

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Forget Mentors Find Sponsors The New Way to FastTrack Your Career Sylvia Ann Hewlett's 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 You're 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 isn't just about networking it's 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 there's 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 don't 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 They're not just advising they're acting on your behalf

Image A simple table comparing Mentors and Sponsors highlighting key differences in roles and actions

Why Sponsors are Crucial in Today's Workplace In today's fastpaced often opaque corporate world having a sponsor can be the difference between a steady climb and a stalled career Hewlett's 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

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