

Effective Mentors and Sponsors Workshop

Nov 7, 2018

9:00AM – 11:00AM

Having a mentor is cited by 75% of CEO's as a top factor in their success. However, because people are most comfortable mentoring people that are like themselves, men are much more likely to have a mentor or a sponsor than their female peers because there are more male leaders. In this session, we explore how to find and interact with the different types of mentors. We encourage the development of a personal board and finding sponsors to support career aspirations.

In this session we will cover:

- **The different roles a mentor may have, and which role is more effective in what circumstance.** We discuss cheerleader, coach, teacher, advisor, sponsor and board of directors. Identifying the roles helps mentors and mentees better understand the variety of ways that they can interrelate to support the mentee overcoming challenges and advancing their career. Being able to use a common vocabulary can help mentors and mentees align how they will interact in a given situation.
- **Where to find mentors.** Although Net@Work will be matching up mentors and mentees, we encourage people to utilize informal mentors in addition to their assigned mentors.
- **How to seek assistance from a mentor.** We will discuss how a mentee can frame their requests for assistance in ways that allow the mentor to help. This will help both parties avoid unproductive meetings where a person's career is discussed, but no progress is made.
- **How to work with an imperfect mentor.** All mentors have limits. Your mentor boss may be bias against you changing departments. Your professor mentor may not understand your company's culture. We will explore ways to still have valuable interactions despite the biases or limitations that a mentor has.
- **Responsibilities of a mentee.** We will remind people that they are responsible for their own career and how they can be respectful of their mentor's time.

Much of the presentation will be from the viewpoint of the mentee. However, we recognize that people are both mentors and mentees. We will discuss the implications each topic has on how to be a more effective mentor.

We always end our session with a call to action. We want the participants to put what they have learned into action. Everyone will be invited to apply to be a mentor or protégé in our new Women@Work mentoring program. Attend this workshop to find out more about this fantastic new program.