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LOOK  
INSIDE

An illustration of a large, dark whale swimming in a teal ocean. On its back, a small sailboat with a white sail is visible. The sky is light blue with a few white clouds.

# (Forget a Mentor) Find a Sponsor

*The New Way to Fast-Track Your Career*

Sylvia Ann Hewlett

WITH ILLUSTRATIONS BY JILL KAPLAN

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

**VM Jensen**



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

*Forget a Mentor, Find a Sponsor* Sylvia Ann Hewlett, 2013-08-20 Who's pulling for you? Who's got your back? Who's putting your hat in the ring? Odds are this person is not a mentor but a sponsor. Mentors can build your self-esteem and provide a sounding board, but they're not your ticket to the top. If you're interested in fast-tracking your career, what you need is a sponsor: a senior-level champion who believes in your potential and is willing to advocate for you as you pursue that next raise or promotion. In this powerful yet practical book, economist and thought leader Sylvia Ann Hewlett, author of ten critically acclaimed books including the groundbreaking *Off Ramps* and *On Ramps*, shows why sponsors are your proven link to success. Mixing solid data with vivid real-life narratives, Hewlett reveals the two-way street that makes sponsorship such a strong and mutually beneficial alliance. The seven-step map at the heart of this book allows you to chart your course toward your greatest goals. Whether you're looking to lead a company or drive a community campaign, *Forget a Mentor Find a Sponsor* will help you forge the relationships that truly have the power to deliver you to your destination. **Diversity**

**Dividend** Paola Cecchi-Dimeglio, 2023-09-19 From entry level to the boardroom, what works to create large-scale change in organizations looking to accelerate their diversity, equity, and inclusion efforts and reap financial benefits? Every leader endeavors to invest in and manage their key asset: talent, to be as high performing as possible. Like a winning stock, successful diversity, equity, and inclusion (DEI) actions pay back over time. That dividend is paid both to the company through not only higher performance but also talent acquisition, training, and other savings, and to society in general. In *Diversity Dividend*, Paola Cecchi-Dimeglio offers a fresh, detailed look at how to realize gender and racial equity along the company employee pathway, from attracting and interviewing applicants to onboarding, promoting, and sustaining hires, and how to remove systemic barriers at the organizational level that prevent women and underrepresented groups from advancing. While other books have delved into DEI and the challenges inherent in sustaining successful efforts, no book has done so in concert with the depth and scope of data, basis in science, and application in the real world. In *Diversity Dividend*, Cecchi-Dimeglio artfully combines accessible anecdotal cases where success was achieved or where, despite best intentions and efforts, things did not go as expected, with scientifically rigorous solutions as well as applications of data and big data. As empowering as it is, *Diversity Dividend* helps remove the guesswork and near superstition that naturally arise when some methods work and others fail, thereby giving leaders the tools and insight to make informed choices at the right moments to create lasting change. **The Confidence Myth**

Helene Lerner, 2015-03-02 Not only do we need more female leaders at the top, but we need more women at all levels of business, government, and nonprofits to step up. There's no time to waste. The problem, says Helene Lerner, isn't so much that women lack confidence, but that they misunderstand what confidence really is. True confidence isn't fearlessness; it's having the courage to jump in, even when your knees are shaking. Any woman who waits until she feels 100 percent confident before offering a big idea or asking for a raise or promotion will never get

anywhere Drawing on her own and other female leaders experiences as well as on her survey of over 500 working women Lerner lays out practical strategies for beating this confidence myth and overcoming obstacles like gender bias The book features dozens of Confidence Sparks simple but powerful exercises and techniques that can catapult anyone s career to the next level **Diversity Matters** Karen A. Longman,2017-08-08 Today no institution can ignore the need for deep conversations about race and ethnicity But colleges and universities face a unique set of challenges as they explore these topics Diversity Matters offers leaders a roadmap as they think through how their campuses can serve all students well Five Key Sections Campus Case Studies Transforming Institutions with a Commitment to Diversity Why We Stayed Lessons in Resiliency and Leadership from Long Term CCCU Diversity Professionals Voices of Our Friends Speaking for Themselves Curricular Cocurricular Initiatives to Enhance Diversity Awareness and Action Autoethnographies Emerging Leaders and Career Stages Each chapter in Diversity Matters includes important discussion questions for administration faculty and staff

**The Influence Effect** Kathryn Heath,Jill Flynn,Mary Davis Holt,Diana Faison,2017-11-06 Women hold over half of all professional jobs today yet they represent just four percent of CEOs in the S P 500 Even worse that percentage has barely budged in a decade That s where The Influence Effect comes in Based on recent research by the authors of the New York Times bestseller Break Your Own Rules this book begins with the premise that when it comes to political savvy what works for men at work won t work for women Packed with the authors coaching insights and their Big Five strategies designed specifically for female executives this book guides women to break past political barriers and get right to what they really want influence Authors Kathryn Heath Jill Flynn Mary Davis Holt and Diana Faison make success far less complex helping women overcome entrenched resistance to their ideas create their own access points to power and attract followers in a way that works for them They present tools such as Influence Loops to organically increase influence Personal Scaffolding to grow a groundswell of support and Scenario Thinking a savvy twist on strategic planning These and other smart strategies finally allow women to succeed on their own terms Illustrated with dozens of engaging real stories culled from the authors many years of coaching experience The Influence Effect moves women past the politics problem and offers a new path to power Actually it s more than a path it s a runway it frees women to take off in their careers on their own terms The Influence Effect will work for women not because gender barriers will no longer exist but because they will no longer hold women back

**The Guide To Success In Your Career: Become The Boss Woman You Are Meant To Be** Lindsey Brookes,2019-08-17 It s time for women to have the upper hand when it comes to career development and success This guide will teach you step by step how to unlock your true potential and create the life you should have had years ago The success principles taught in this book go through everything from returning to work after a break to exercises you can use today to build the future of your dreams tomorrow Lindsey Brookes is decorated in her own professional life and has had the luxury of working with fortune 500 companies She worked up the corporate ladder and finally quit to pursue her passion for helping

other women achieve their dreams      **Love Your Job** Kerry E. Hannon, 2015-01-28 AWARDS Independent Publisher Book Award 2015 Silver and National Mature Media Award 2015 Bronze Step by step tips for revitalizing your career Yes it is possible to have a job you love and it doesn't require starting from scratch Love Your Job is a guide to making work fulfilling and fun again or even for the first time Why count down the hours of the day or the days to retirement when you could reinvigorate your workday transforming the daily doldrums into a daily dose of enjoyable activity Kerry Hannon The New York Times columnist and AARP's Jobs Expert focuses on the little things that can make a big difference in how we feel about work Love Your Job is all about the routines habits and thought patterns that over the years may have turned a dream job into a drudge or worse a nightmare Changing these habits and attitudes is simple and this book shows you how to identify the little things that make work enjoyable and engaging Using these simple techniques you can adopt the attitude that will keep you happy and that might just lead to bigger and better things no matter what stage of your career you are in In this book you will learn to Develop new habits that bring more purpose into every single workday Rekindle your hope and motivation by celebrating small successes Recognize negative patterns that keep you from enjoying your job Craft an entrepreneurial attitude that will get you noticed and enrich your work life We all deserve to experience happiness and satisfaction every day at every stage of our careers Kerry Hannon explains that you don't have to make a huge career transition to love work again But if you reinvent the way you see work who knows where your new outlook will lead Wake up to the countless possibilities that await you with Love Your Job      **The Future of Tech Is Female** Douglas M.

Branson, 2020-11-03 An accessible and timely guide to increasing female presence and leadership in tech companies Tech giants like Apple and Google are among the fastest growing companies in the world leading innovations in design and development The industry continues to see rapid growth employing millions of people in the US it is at the epicenter of the American economy So why is it that only 5% of senior executives in the tech industry are female Underrepresentation of women on boards of directors in the C suite and as senior managers remains pervasive in this industry As tech companies are plagued with high profile claims of harassment and discrimination and salary discrepancies for comparable work one asks what prevents women from reaching management roles and more importantly what can be done to fix it The Future of Tech is Female considers the paradoxes involved in women's ascent to leadership roles suggesting industry wide solutions to combat gender inequality Drawing upon 15 years of experience in the field Douglas M Branson traces the history of women in the information technology industry in order to identify solutions for the issues facing women today Branson explores a variety of solutions such as mandatory quota laws for female employment pledge programs and limitations on the H1 B VISA program and grapples with the challenges facing women in IT from a range of perspectives Branson unpacks the plethora of reasons women should hold leadership roles both in and out of this industry concluding with a call to reform attitudes toward women in one particular IT branch the video and computer gaming field a gateway to many STEM futures An invaluable

resource for anyone invested in gender equality in corporate governance The Future of Tech is Female lays out the first steps toward a more diverse future for women in tech leadership **The New Advantage** Howard J. Morgan, Joelle K.

Jay, 2016-03-28 Offering both a male and female perspective on the dilemmas women face in business this book provides the benefits of high level executive coaching to all women who want to take control of their careers and achieve their aspirations for corporate leadership Despite efforts to increase diversity within Fortune 500 companies and larger numbers of highly motivated and educated women in the workforce women remain vastly under represented at the highest levels of corporate leadership Only about 15 percent of women hold senior executive positions and about 17 percent are represented on corporate boards worldwide only 3 4 percent of CEOs are women These statistics are in spite of the fact that many companies are actively seeking to take advantage of the financial boost that gender balance at the corporate level brings Companies that have women in leadership roles are showing higher performance in various measures of profitability such as revenues assets and stockholder value How can qualified women leaders overcome the myriad longstanding hurdles of the corporate environment and reach the top Coauthored by executive coaches to some of corporate America's most notable leaders this practical research and experience based guide identifies the various barriers that block women from reaching positions of corporate leadership and offers readers specific strategies and approaches that they can utilize to advance themselves into the positions they want and apply their talents and abilities at the very top The chapters address very specific challenges for women in the business world such as strengthening and leveraging their closest connections including those with their mentors and their sponsors understanding how performance means more than doing their jobs well garnering positive attention and recognition for their efforts and results and getting honest practical feedback that will serve to advance their careers Crack the C-Suite Code Cassandra Frangos, 2018-03-06 How can I reach the C suite That is the most common question Cassandra Frangos hears from the leaders she coaches Many aspire to reach the C suite but the paths there are hard to find and difficult to follow In Crack the C Suite Code Frangos demystifies the journey and offers a career playbook for anyone who aspires to the top spot *The Squiggly Career* Helen Tupper, Sarah Ellis, 2020-01-09 THE

NO 1 SUNDAY TIMES BUSINESS BESTSELLER *The Squiggly Career* is about navigating work in a way that suits you it's a timely and brilliant handbook for now Stylist A brilliant guide Read it and get the tools you need to thrive in your career now and in the future Marie Forleo author of *Everything is Figureoutable* Logical practical and based on tried and tested models Financial Times's Book of the Month Career ladders and jobs for life are a thing of the past Today we're living in a world of squiggly careers where moving frequently and fluidly between roles industries locations and even careers is becoming the new normal Squiggly careers can feel stressful and overwhelming but if you know how to make the most of them they can be full of opportunity freedom and purpose And to make the most of our increasingly squiggly careers we need to answer some important questions What am I good at What do I stand for What motivates and drives me Where do I want to go in the future

In The Squiggly Career you ll learn how to Play to your super strengths Discover your values Overcome your confidence gremlins Build better support networks Explore your future possibilities Packed with insights about the changing shape of work and inspiration from highly successful people this book will fuel your growth and help you be happier and ultimately more successful in your career

**Nurses Making Policy** Rebecca Patton,Margarete Zalon,Ruth Ludwick,2014-11-13 Print CourseSmart

**Cosmopolitan Managers** Santiago Iñiguez de Onzoño,2016-08-26 Executive education is a billion dollar industry that has the potential to transform individual and organizational performance but in too many cases the decision whether or not to lavish it upon any given manager comes down to whether the fear that they will leave if you don t spend money on them is greater than the fear that they will leave if you do Given that the future of your business or your career depends on developing your managerial talent to its fullest potential isn t it time we took a serious look at how do you design and deliver an executive education program that is fit for purpose Santiago I iguez is Dean of the prestigious IE Business School in Madrid one of the world s leading providers of executive education From the impact of MOOCs to the evolution of new multi dimensional strategic alliances between companies and a diverse range of international education suppliers institutions and consultancies I iguez looks at how the future of executive education is changing to meet the needs and wants of top managerial talent Part of the solution I iguez argues is to balance the technical analysis based engineering training that forms the basis of many senior managers initial study with a more rounded integrated approach that includes learning derived from the humanities such as art and history Illustrated with fascinating examples drawn from interviews with some of the most influential figures in business education and corporate training around the World I iguez s book delivers a unique perspective and valuable insights on what it takes to deliver world class corporate training

**You Don't Look Like a Lawyer** Tsedale M. Melaku,2019-04-18 Now available in paperback with a new foreword from Victor Ray You Don t Look Like a Lawyer Black Women and Systemic Gendered Racism highlights how race and gender create barriers to recruitment professional development and advancement to partnership for black women in elite corporate law firms Utilizing narratives of black female lawyers this book offers a blend of accessible theory to benefit any reader willing to learn about the underlying challenges that lead to their high attrition rates Drawing from narratives of black female lawyers their experiences center around gendered racism and are embedded within institutional practices at the hands of predominantly white men In particular the book covers topics such as appearance white narratives of affirmative action differences and similarities with white women and black men exclusion from social and professional networking opportunities and lack of mentors sponsors and substantive training This book highlights the often hidden mechanisms elite law firms utilize to perpetuate and maintain a dominant white male system Weaving the narratives with a critical race analysis and accessible writing the reader is exposed to this exclusive elite environment demonstrating the rawness and reality of black women s experiences in white spaces Finally we get to hear the voices of black female lawyers as they tell their stories and

perspectives on working in a highly competitive racialized and gendered environment and the impact it has on their advancement and beyond

**Play the Game. Change the Game. Leave the Game.** Robert Livingston, 2025-09-09 Instead of waiting for White people to change Black people must prioritize their own prosperity power and self determination by navigating challenging and exiting racist systems a radical argument from a Harvard behavioral scientist It s time to face an inconvenient truth our current approach to fighting racism is just not working For a brief moment following the murder of George Floyd it seemed as though the country had finally acknowledged the destructive legacy of slavery and White supremacy and had committed to putting things right Now a horde of prominent voices many of whom professed to be antiracist allies are pulling back cutting support and defunding programs that sought to level the playing field Harvard psychologist Robert Livingston contends that racism operates like an addiction for so many White people hard to admit and even harder to quit Given their unwillingness to kick the habit where does this leave Black people In this provocative book Livingston has flipped the script asking How can Black people attain prosperity and peace of mind despite the enduring presence of racism Livingston reveals three paths Play the game or find ways to work within mainstream predominantly White systems without sacrificing your identity or dignity Think of Kenneth Chenault a tempered radical who rose through the ranks to become the first Black CEO of American Express Change the game or challenge the status quo in an effort to upend White supremacy like Colin Kaepernick whose idealism cost him his football career but made him an icon Leave the game or turn away from White environments to carve out spaces where Black people can flourish from HBCUs to entrepreneurship to the creation of ethnic enclaves like the all Black middle class neighborhood where Livingston himself grew up Drawing on social science his own experiences and interviews with trailblazing Black leaders and luminaries Livingston reveals the contours of these oft overlapping paths for effectively navigating mitigating and circumventing White supremacy Play the Game Change the Game Leave the Game is a bold groundbreaking proposition that empowers readers to make the leap from being played to creating their own game plan

**Feminists Reclaim Mentorship** Nancy K. Miller, Tahneer Oksman, 2023-02-01 Mentorship continues to loom large in stories about women s work and personal lives sometimes for the better but often for the worse If mentors can nurture and support they can also bitterly disappoint reproducing the hardships they once suffered and reinforcing the same old hierarchies and inequities The stories gathered in Feminists Reclaim Mentorship challenge our fundamental assumptions about mentorship illuminating the obstacles that make it difficult to connect meaningfully and ethically while reimagining the possibilities for reciprocity Does mentorship require sameness Might we find more inventive collaborative ways to bond than the traditional top down model of mentoring Drawing on their experiences in academia creative writing publishing and journalism the volume s editors Nancy K Miller and Tahneer Oksman and their twenty six contributors collectively strive for relationships that acknowledge differences alongside the importance of common bonds Feminists Reclaim Mentorship will resonate across workspaces and arrives at a



moment when the need to form feminist connections within and between generations couldn't feel more urgent Women and Leadership Deborah L. Rhode, 2017 Women and Leadership explores the causes and consequences of the underrepresentation of women in America's leadership roles Drawing on comprehensive research and a survey of prominent women leaders the book describes the reasons for gender inequity in leadership and identifies compelling solutions It is essential reading for anyone interested in leveling the playing field for women Inclusive Sponsorship Jhaymee Tynan, 2022-11-11 Shows how sponsorship of women of color at work can be transformational both personally and for organizations looking to increase diversity and representation After 17 years in business Jhaymee Tynan decided it was time to take action and focus her efforts to lift up the next generation of leadership Inclusive Sponsorship is one of several first steps to provide women of color with powerful stories about women who look just like them and the allies that have been instrumental in sponsoring their careers This book takes a deep dive into the essence of career sponsorship and how sponsorship has directly moved the needle to increase diversity in senior and C suite leadership Inspiring professionals who are looking to better comprehend sponsorship and how to leverage sponsorship to achieve career aspirations Inclusive Sponsorship is also a battle cry to organizations to implement system resource groups SRGs mentoring programs and initiatives stating that diversity and inclusion is a corporate value This is a wake up call for corporations to embrace sponsorship as part of its culture and hold executives accountable for moving women of color into leadership roles Tynan explores her personal journey to the executive ranks by sharing an emotional account of navigating the challenges of climbing the corporate ladder Most importantly she credits sponsorship as the key to giving her the access and visibility within her organization to get promoted and to live out her career goals This experience coupled with her interest and passion to advocate for Black Indigenous People of Color BIPOC women were the impetus for launching a global career initiative to sponsor 100 women of color by 2030 For any person or organization looking for ways to elevate BIPOC women into leadership roles this book offers a guide to success Step In Josephine Yoong, Emi Yamazaki, Krista Goon, 2022-06-01 What would you do if you weren't afraid asks Sheryl Sandberg author of the book Lean In Women Work and the Will To Lead Sandberg was the catalyst for this book that chronicles two dozen women in Penang who questioned themselves at some point in their lives Through their deeply personal stories and experiences you'll discover how to navigate family career and life with candid advice and strategies temporarily step out of the workplace and still make a career comeback seamlessly become the person you want to be without losing your way make it in a man's world and still retain your femininity and authenticity integrate your values and principles into the home career business and life It doesn't matter if you've just entered college or if you've been a homemaker for ages or you've been in business or career for a while now these stories can help you define yourself and show you how to Step In to your work family and leadership roles as a 21st Century Asian woman Today the challenges for women are many Young and old women have questions about their worth and identity

oftentimes left to wonder on their own for answers This book is a great compilation of great thoughts and a necessary reminder that women from all walks of life carry a purpose The stories of these Malaysian women who have fought and continue to fight their own battles serve to inspire all those who read May the women of today be bold and shameless in claiming their rightful space May this book give the nudges and final pushes you need to transform your life Hannah Yeoh Member of Parliament former Deputy Minister of Women Family and Community Development and first woman and youngest speaker of any legislative Assembly in Malaysia

Closing the Gap Leanne Mair, 2023-11-09 A clear and accessible framework to accelerate your organization's gender diversity equity and inclusion efforts in relation to the career development of Black women Why are gender equality initiatives not helping all women equally Why does there continue to be a lack of Black women in senior management and leadership How can the mindsets and strategies of companies whose approach is to focus on gender first and only then to look at race be changed to become more intersectional and inclusive Closing the Gap serves to contextualize how companies unintentionally position Black women in situations where they cannot thrive or reach their full potential It also shines a light on some of the subversive behaviours which further create tension in employer employee relations such as the absence of a process to highlight issues without repercussions whether overt or subtle This exacerbates the one thing most companies are trying to prevent Black women resigning taking their unique skillset and experience with them There hasn't been an explicit guide to understanding these invisible barriers and exactly how they can be recognised understood and overcome until now In Closing the Gap gender equity leader Leanne Mair focusses on how companies can accelerate their gender diversity equity and inclusion efforts by identifying the blind spots that can often prevent Black women from reaching their full potential in the workplace It provides a practical and accessible framework detailing the current landscape highlighting the key challenges and remedies and bringing organisations closer to their goals of an inclusive and equitable culture

## **Forget A Mentor Find Sponsor The New Way To Fast Track Your Career Sylvia Ann Hewlett** Book Review: Unveiling the Power of Words

In some sort of driven by information and connectivity, the power of words has become more evident than ever. They have the ability to inspire, provoke, and ignite change. Such could be the essence of the book **Forget A Mentor Find Sponsor The New Way To Fast Track Your Career Sylvia Ann Hewlett**, a literary masterpiece that delves deep to the significance of words and their impact on our lives. Written by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we shall explore the book is key themes, examine its writing style, and analyze its overall affect readers.

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

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