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*The New Way to Fast-Track Your Career*

Sylvia Ann Hewlett

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# Forget A Mentor Find A Sponsor Pedelecore

**Sylvia Ann Hewlett**



## **Forget A Mentor Find A Sponsor Pedelecore:**

*The Sponsor Effect* Sylvia Ann Hewlett, 2019-05-28 Are you investing in the right people Many people know the benefit of finding a sponsor someone who goes beyond traditional mentorship to partner with a junior level employee to help build their skills advocate for them when opportunities arise and open doors But few realize that being a sponsor is just as important to career growth as finding one According to new research from economist and thought leader Sylvia Ann Hewlett senior executives who sponsor rising talent are 53 percent more likely to be promoted than those who don't Similarly middle level managers who have proteges are 167 percent more likely to be given stretch assignments Well chosen proteges contribute stellar performance steadfast loyalty and capabilities that you the sponsor may lack thus increasing how fast and how far you can go But how do you find standout proteges let alone develop them so that they're able to come through for you and your organization This book has the answers you need Combining powerful new data and rich examples drawn from in depth interviews with leaders from companies such as Unilever Aetna Blizzard Entertainment and EY *The Sponsor Effect* provides a seven step playbook for how you can become a successful sponsor You'll learn to Identify the right mix of proteges Include those with differing perspectives Inspire your proteges and ignite their ambition Instruct them to develop key skill sets Inspect your picks for performance and loyalty Instigate a deal detailing the terms of a relationship Invest three ways and reap the rewards Along the way you'll discover the enormous benefits of investing in these valuable relationships

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