

Sponsorship

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Ted Levine's Legacy

- Bill McLucas – former SEC Director of Enforcement and current Wilmer Hale Securities Department Chair
- Chuck Davidow – Co-chair of Paul Weiss' Securities Litigation and Enforcement group
- Harry Weiss – Wilmer Hale's Securities and Litigation Enforcement Group chair; previously Associate Director of SEC's Enforcement Division
- Sheldon Goldfarb – General Counsel of RBS Americas



Sponsorship Matters

- Acceleration of advancement
 - With a sponsor, both men and women are significantly more likely to ask for plum assignments and request raises
 - Sponsored men and women are significantly more satisfied with their rates of career progression (men by 23%, women by 19%)
- Staying in the game
 - 85% of full-time working mothers with sponsors continue to work, compared to only 58% without sponsors

Source: (Forget a Mentor) Find a Sponsor by Sylvia Ann Hewlett



Mentors & Sponsors

Mentor

- ✓ Experienced person willing to help and support you
- ✓ Builds your confidence and is a sounding board
- ✓ Offers empathy
- ✓ Expects very little in return

Sponsor

- ✓ Senior person who believes in your potential and is willing to link reputations
- ✓ Advocates for you and creates opportunities
- ✓ Encourages you to take risks, but provides cover
- ✓ Expects a great deal from you (stellar performance and loyalty)



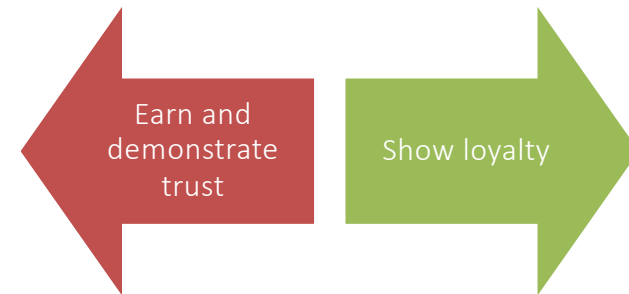
What is Sponsorship?

Sponsors are

- advocates
- in positions of authority
- who use their influence intentionally
- to help others advance



Primary Protégé Responsibilities



Strategies for Protégés

- Two-way street
- Purposefully build trust
- Mentors can become sponsors
- Build robust networks
- Include individuals with influence
- Intentional visibility



- Excellence
- Learn to bring unique skills to the table

A sponsor does not need to be a role model!



Strategies for Sponsors

