

Building An Effective Sponsorship Relationship: Getting Started

1. Get to know each other personally and professionally

- Share personal backgrounds and information – where you grew up, where you went to school, some unique experiences, how you ended up at the organization, your career evolution, your mistakes, challenges and successes; your family, your interests outside work, etc.
- Learn more about your Protégé – work experience, achievements, experiences within the organization.

2. Set expectations for the sponsorship relationship

- Share your commitment to the relationship and ensure you know what your Protégé is expecting of you.
- Discuss frequency, preferred method of communication, and preferred venue or location for meeting.
- Make sure to be accessible and follow through consistently on the commitments that you make with your Protégé.
- Discuss how you both will assess how the relationship is going.

3. Ask your Protégé for information that will help you direct your efforts on your Protégé's behalf.

- What are your Protégé's goals and aspirations? Needs? Challenges? Opportunities? Concerns?