

PROTÉGÉ TRAINING SESSION #1

SETTING THE RIGHT
FOUNDATION

WHAT WE'LL COVER IN THIS SESSION

What is Advocacy?

Phases of the Paired 2
Win Advocacy Program

Setting the Foundation -
Trust
Protégé Toolkit #1



THE START OF YOUR **ADVOCACY JOURNEY**

NETWORKING

Critical for career development and advancement

RELATIONSHIPS

ADVOCACY VS. MENTORSHIP

- Advocacy is different from mentorship – they are complementary and leaders do both.
- Advocacy involves the active and deliberative use of power (organizational position, professional standing, influence and connections) to facilitate the careers of others.
- Advocacy can be a positive enabler of development – as distinct from nepotism or favoritism.
- Mentoring and mentoring programs, are not a substitute for advocacy.



ADVOCACY & SPONSORSHIP

is **critical** to the
development and retention
of **high-potential** talent.

WHAT ARE THE ROLES AND RESPONSIBILITIES OF A **PROTÉGÉ?**

- Initiates meetings with the advocate and actively participates in them
- Is forthcoming with information about strengths, development areas, and career aspirations
- Builds a trusting, honest, open relationship with the advocate
- Creates defined goals and desired outcomes for the advocate relationship
- Acts on ideas and opportunities presented by the advocate and discusses outcomes
- "Gives back" to advocate in meaningful ways

WHAT ARE THE ROLES AND RESPONSIBILITIES OF AN **ADVOCATE**?

Private Relationship



Public Relationship

1

Mentor

Provide, advice, support; helps you build skills, qualities and confidence

2

Strategizer

Share "inside information" about advancing; strategizes your career moves; shares inside information

3

Connector

Gives you visibility to company stakeholders

4

Opportunity Giver

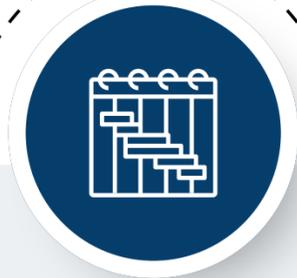
Gives you high-profile assignments

5

Advocate

Publicly advocate a promotion; commits to your long term success

PHASES OF PAIRED 2 WIN ADVOCACY PROGRAM



INITIATION

- Build **TRUST** & support
- Relationship building
- Information exchange - assessments and aspirations
- Establish relationship guidelines & expectations

SEPT - OCT



CULTIVATION

- **INVEST** in the partnership
- Identify needs and opportunities
- Provide feedback
- Share insights
- Goal setting
- Strategic planning

NOV -DEC



ACTIVE PARTNERSHIP

- **DELIVER** on the strategy
- Advocate
- Expose
- Air cover
- Networking
- Evaluate progress & adjust as needed
- Projects

JAN - APRIL



SEPARATION

- Wrapping up
- Results

MAY

PROGRAM EXPECTATIONS

Protégés

- Schedule a minimum of 10 monthly meetings, coming prepared with agenda items
- Set and work towards 3 SMART goals, reporting progress monthly
- Complete 2 skill development activities
- Seek feedback monthly and document your growth
- Take on 1 stretch assignment demonstrating leadership skills
- Utilize at least 2 of the recommended professional development resources
- Prepare a final summary on your growth and achievements



WHAT DOES A SUCCESSFUL ADVOCATE/PROTÉGÉ RELATIONSHIP LOOK LIKE?

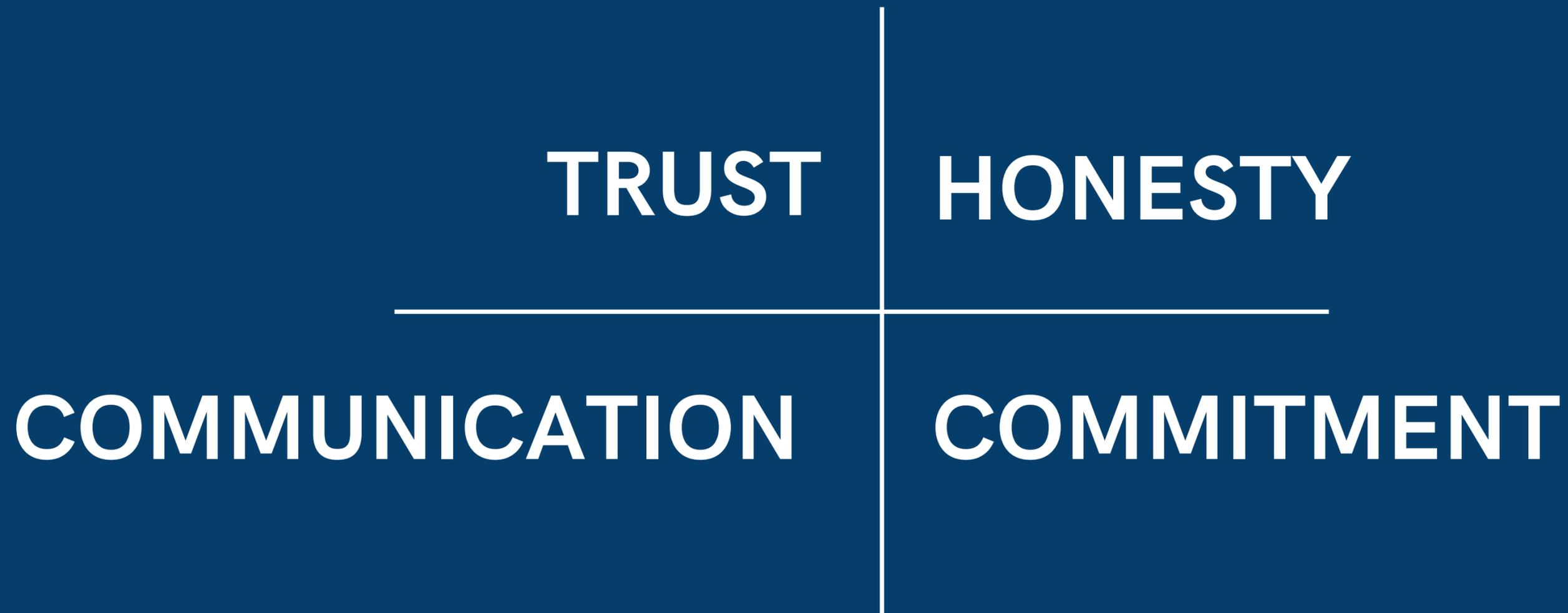
- Trust is built through sharing of backgrounds and career aspirations.
- Clear objectives and goals for the relationships.
- Critical skills assessment to identify where protégé needs to grow and develop.
- Truthful feedback.
- Active career strategizing and execution by both the advocate and protégé.

SETTING UP THE RELATIONSHIP

- Spend time getting to know your advocate.
- Agree to boundaries and ground rules for the relationship.
- Share your objectives and goals for the relationship.
- Discuss what could go wrong and how you will both mitigate these risks.



CRITICAL FEATURES OF THE ADVOCACY RELATIONSHIP



BUILDING TRUST

BE UPFRONT

- Commitments at work and outside of work
- Feedback you've received in the past, adjustments you've made, and what you are working on
- Your network -- who do you already have a relationship with and what they might think about you
- Career aspirations
- Fears and concerns

ASK QUESTIONS

- Advocate's career journey
- Desired outcomes for participating in the program
- How you can give back to them
- Their challenges
- Their perspective

WORK TOGETHER

- To brainstorm your options
- To create your action plan
- Collaborating with your manager
- Discuss what's working or not working

COMMON CHALLENGES & QUICK SOLUTIONS

Challenge	Solution Strategy
<p>Advocate Too Busy</p>	<p>Offer flexible, shorter meeting times Come prepared with clear agendas Use their preferred communication method</p>
<p>Missed Follow-Through</p>	<p>Send gentle reminders after 2-3 weeks Make introductions easy with full context Address patterns directly and professionally</p>
<p>Tracking Progress</p>	<p>Create shared tracking documents Send meeting summaries with action items Schedule monthly progress reviews</p>
<p>Misaligned Expectations</p>	<p>Develop an advocacy charter together Ask clarifying questions about success metrics Schedule regular realignment discussions</p>

PROACTIVE SUCCESS STRATEGIES

- Set up systems early - Regular cadence, templates, reminders
- Build in buffer time - Plan for rescheduling and delays
- Communicate proactively - Share updates without being asked
- Add mutual value - Share insights, make introductions, volunteer for initiatives

▶ RED FLAGS TO WATCH FOR

- Consistent cancellations
- Broken commitments without acknowledgment
- Disrespectful communication

Remember: Successfully navigating challenges together strengthens advocacy relationships and demonstrates your leadership potential

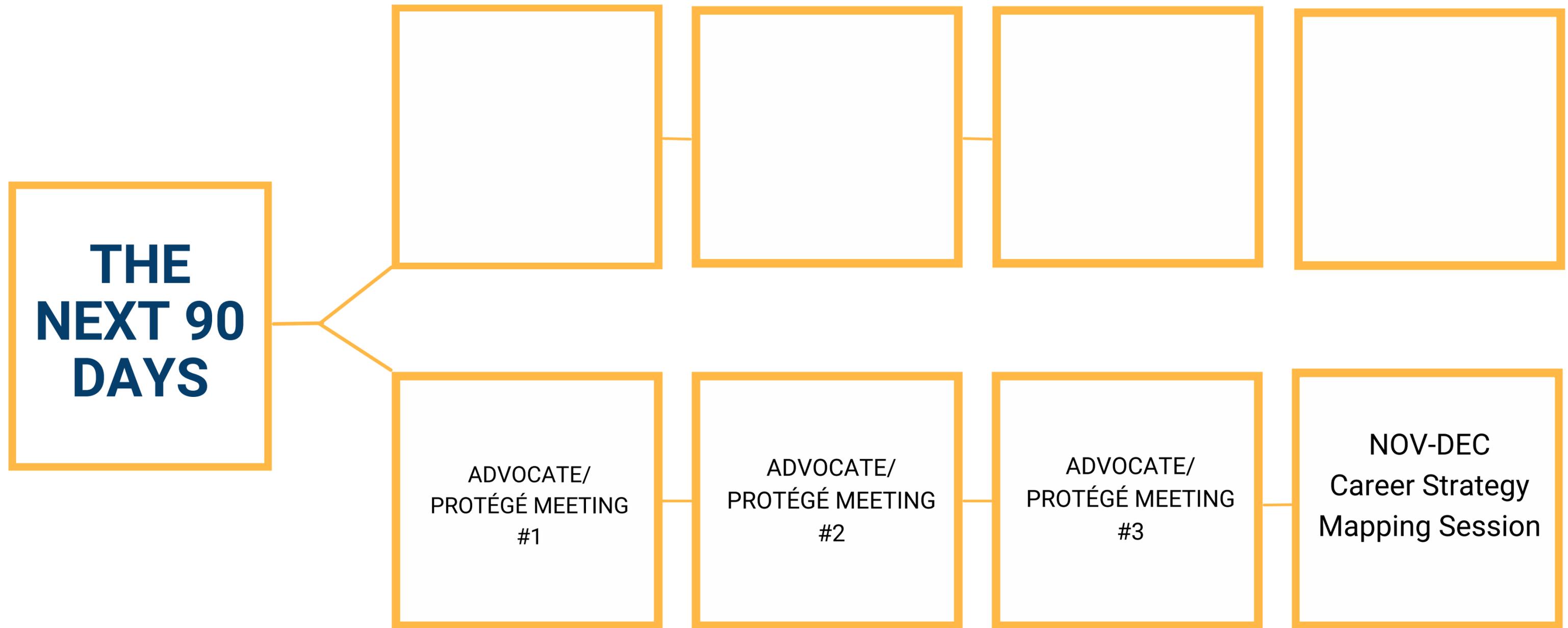
PROTÉGÉ TOOLKIT

- Responsibilities as a Protégé
- Tips on building the relationship
- Focus areas for Initiation Phase
- Suggested Agendas for First 3 Meetings with Advocate



WHAT'S NEXT?

INITIATE - GOAL: BUILD TRUST & RAPPORT



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