Client Launch Deck

About the Client Launch Deck

Please see yellow post-its throughout and update the slides as required.

This deck is a resource that 10KC Program Managers can use to launch your 10KC program to your users. It includes slides that can be adapted to your target audience when announcing your Program to facilitate program awareness.

This is a template that should be adapted for your program.

Table of Contents

- Pre-Launch Meeting for Leaders
- Launch Event
- Program Orientation
- Group Mentorship Program Orientation
- Sponsorship Program Orientation
- Sponsorship Program Training

Pre-Launch Meeting for Leaders (optional)

What is it?
A pre-launch Announcement at an existing Leadership meeting (optionally co-hosted by 10KC)

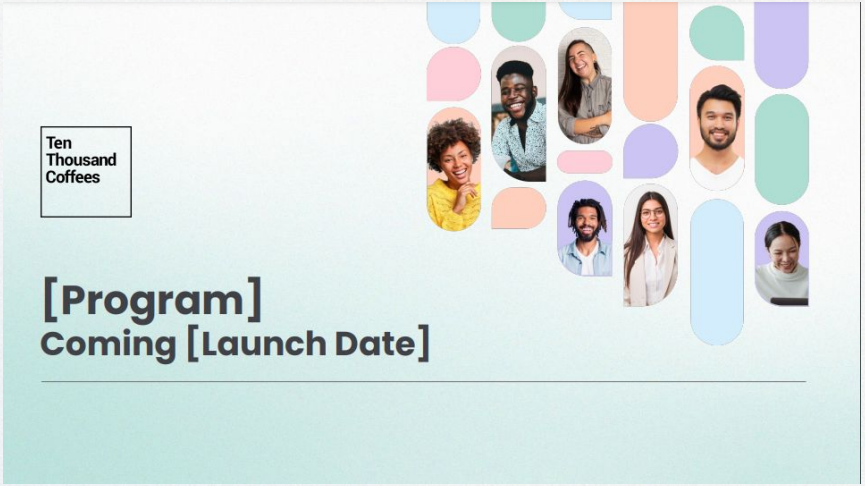
- Why we are investing in this program
- How to speak about this Program to their teams
- Expectations of participating

Who presents?
Executive Sponsor + 10KC (optional)

When is it?
~2 weeks pre-launch

Recommendations

- This meeting is optional
- Schedule this meeting at least 2 weeks in advance



Ten Thousand Coffees

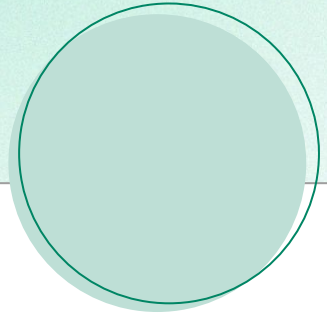
Ten Thousand Coffees

Add Company Logo, Program Name, Launch Date

[Program]
Coming [Launch Date]

The Team

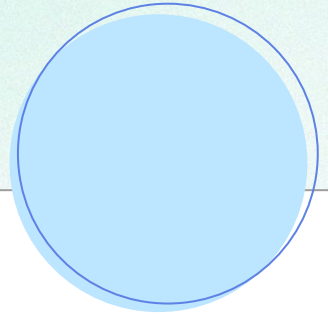
Update team member names and images



[Executive Sponsor Name]

[Role]

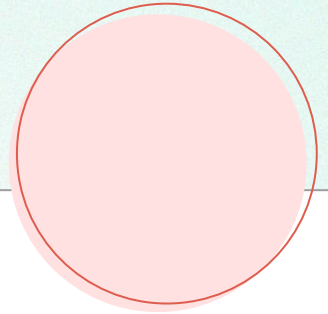
[email]



[Program Manager Name]

[Role]

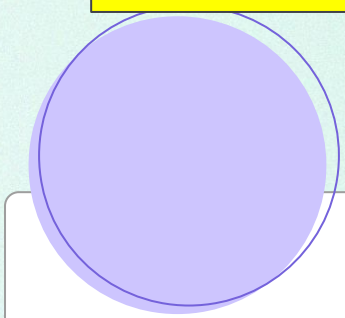
[email]



[CSM Name]

Customer Success Manager

[email]



[IM Name]

Implementation Manager

[email]

Agenda

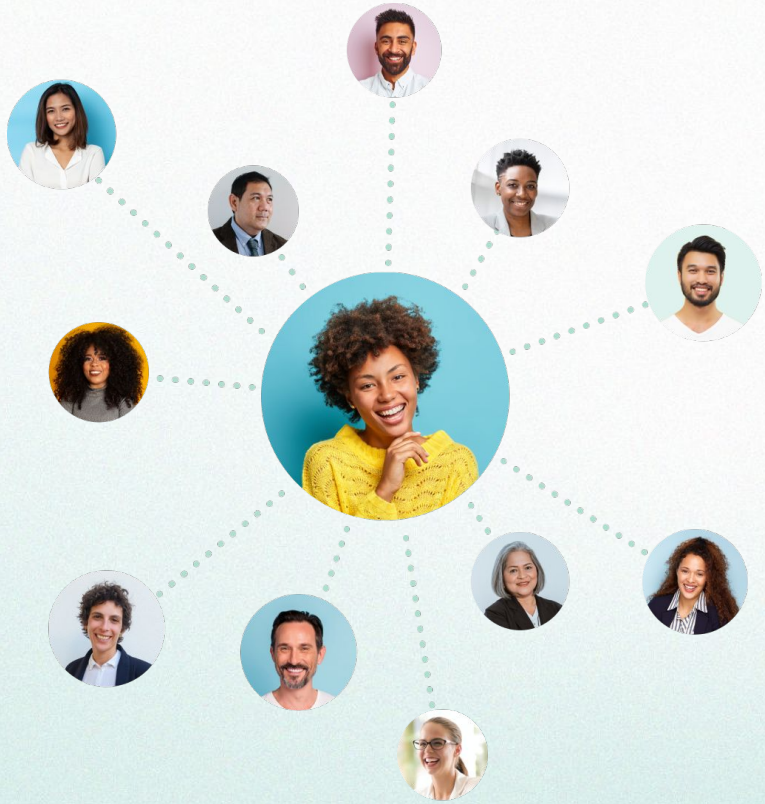
- What is 10KC?
- Why we've partnered with 10KC
- How it works
- How you can help

Agenda

- **What is 10KC?**
- Why we've partnered with 10KC
- How it works
- How you can help

Ten Thousand Coffees is an all-in-one platform for inclusive mentoring, networking, and skill development.

We help *everyone* get the career development they need to succeed.



Our Solutions

- Mentorship
- Connectivity
- Diversity, Equity & Inclusion
- Onboarding
- Early Talent
- Leadership Skills

Agenda

- What is 10KC?
- **Why we've partnered with 10KC**
- How it works
- How you can help

We're Listening.

Update company logo

Update with internal engagement survey results

From our 2022 Employee Engagement Survey results...

- **X** employees across **X** locations
- **X%** of employees felt connected
- **X%** feel that they are growing professionally
- **X%** would recommend [Business] as a place to work
- **X%** see a path for me to advance my career in our organization.

Partnership vision

Ten Thousand Coffees ✕

Update company logo, company name

Update slide with program purpose, objectives, member outcomes

Create a culture o
and inclusion at [CLIENT NAME]

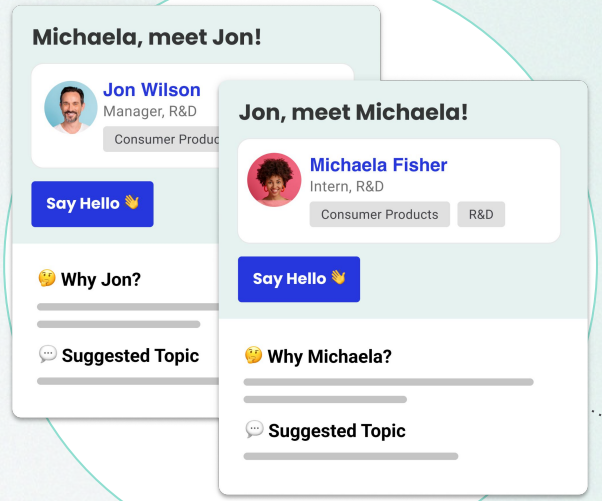
by empowering all employees, and enabling lines of business and functions to implement an informal talent development program for the needs of their employees.

+ Build
+ Manage
+ Measure
+ Integrate
+ Scale

Agenda

- What is 10KC?
- Why we've partnered with 10KC
- **How it works**
- How you can help

How it Works



Introductions

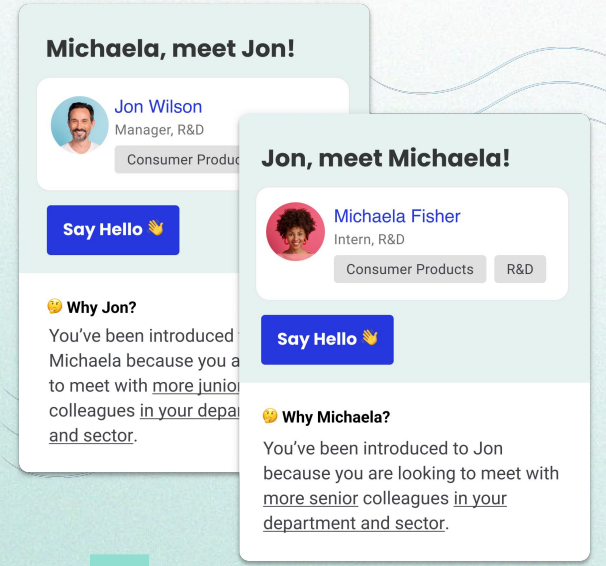
Office Hours

Mentoring Programs

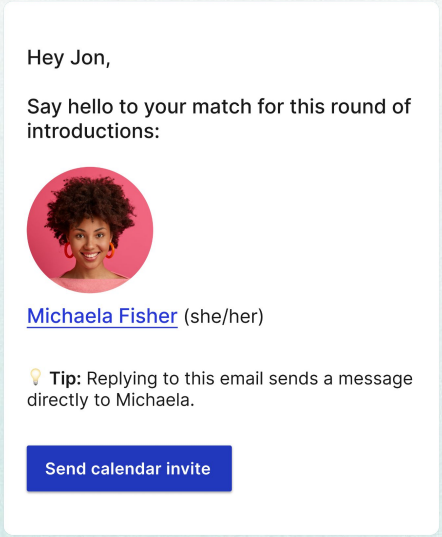
Introductions

1:1 Networking Conversations

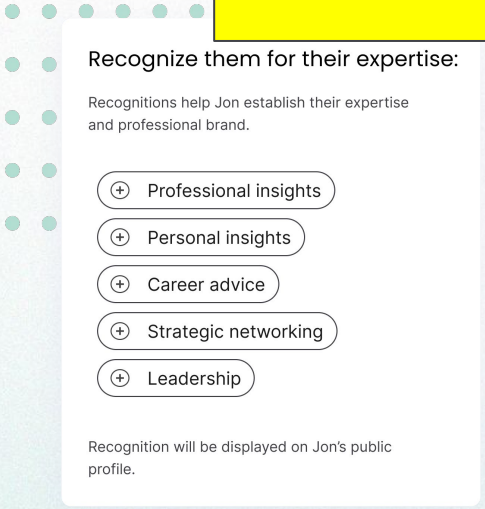
Remove if not implementing Introductions feature



1 Receive a new match every month



2 Schedule & meet your match

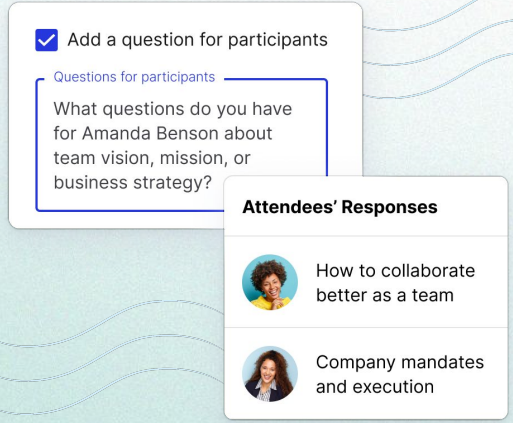


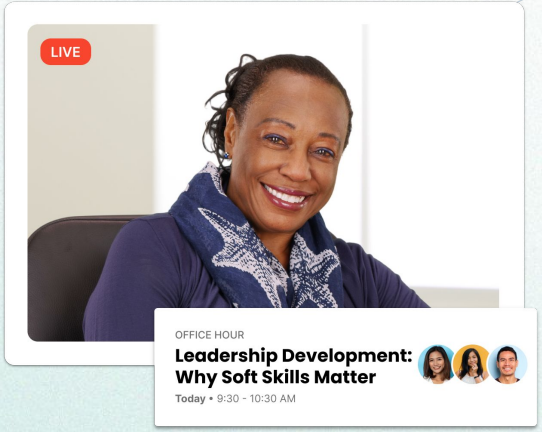
3 Share feedback & recognition for your match

Office Hours

Engage with Subject Matter Experts

Remove if not implementing Office Hours feature





1 **RSVP and drive the agenda**

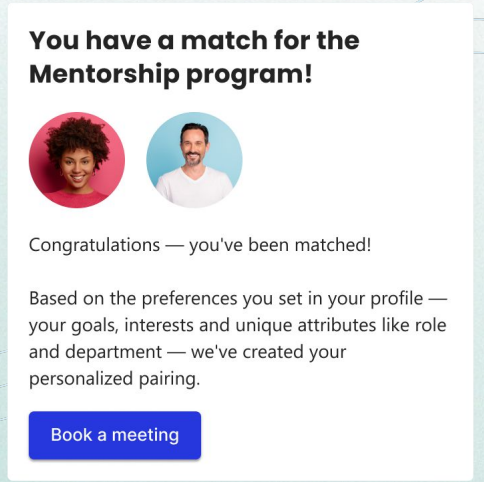
2 **Join the conversation & participate**

3 **Share feedback & recognize the SME for their time**

Development Programs

Guided 1:1 programs focused on career development

Remove if not implementing Development Programs feature



1 **Schedule your recurring meeting with your Mentor**

2 **Meet and share career insights**

3 **Give feedback & help inform future learning initiatives**

[CLIENT] employee's personalized development experience

Remove features not in scope

Update company name, company logo

[CLIENT] employee
Ready to take the next step in her career, wants to learn from other people at [CLIENT]

12 new peers

At the end of 1 year, she'll have met with 12 other peers to learn from based on her preferences, stage, and goals. This will be a network of people that can support her in current role and help her understand various career paths at the company.

4 leaders

Quarterly group conversations with leaders who can share career advice and best practices.

1 mentor

Form an ongoing mentorship relationship that follows a structured curriculum.

Ten Thousand Coffees

Office Hours Scales the Reach of Your Leadership Strategy

Quickly align employees to your leadership objectives, encourage two-way conversations and open dialogue, while preventing internal miscommunication and building trust in the workplace.

Get started today with our easy to use templates

Leader Fireside

Rally your organization around your top mandates, priorities, and objectives.

Use template →

Career “Ask Me Anything” Chat

Support leadership and talent development in your organization by sharing your career journey.

Use template →

Ask an Expert

Spark innovation & collaboration by sharing your expertise with members across your organization.

Use template →

DEI Champion Roundtable

Help teams share, under-stand, and value differen-ces by hosting a roundtable discussion on a diversity, equity, or inclusion topic.

Use template →

New Leader Team Chat

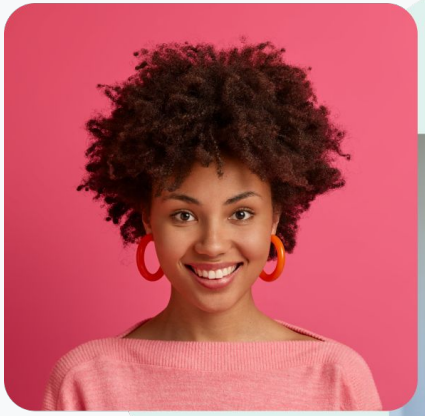
First impressions matter! Intro yourself and get to know people in your team.

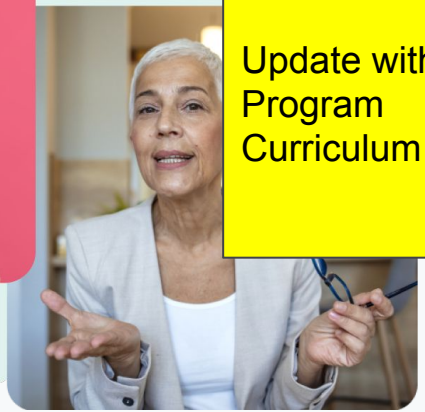
Use template →

+ many more

Mentorship Program Preview

Meeting 1: Goal Setting & Getting to Know Each Other
Meeting 2: Identifying Barriers to Career Growth
Meeting 3: Working with Others
Meeting 4: Embracing Change
Meeting 5: How to Stand Out
Meeting 6: Reflection & Next Steps





Remove if not implementing Development Program

Update with Program Curriculum

Ten Thousand Coffees

Agenda

- What is 10KC?
- Why we've partnered with 10KC
- How it works
- **How you can help**

Pathway to Launch

Customize slide with features in scope and updated dates

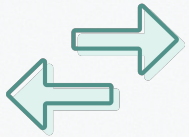
[date 1]
Community Invites Sent

[date 1]
1st Introduction Sent

[date 3]
1st Office Hour Hosted

[date 4]
Development Program Invites Sent

Develo
Matches

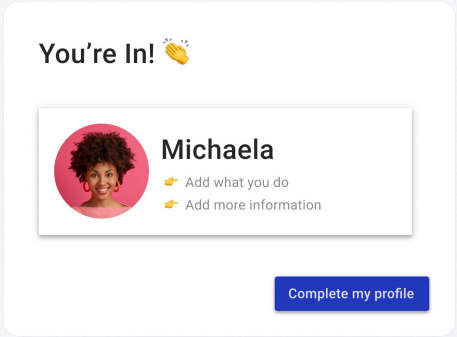


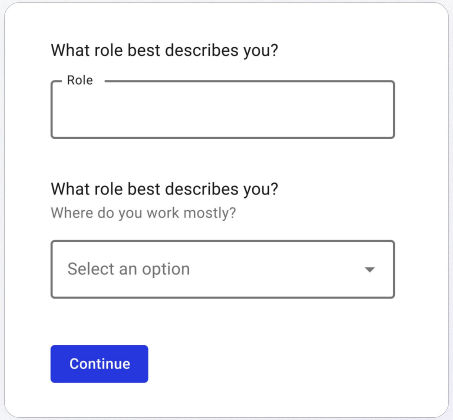
How you can help

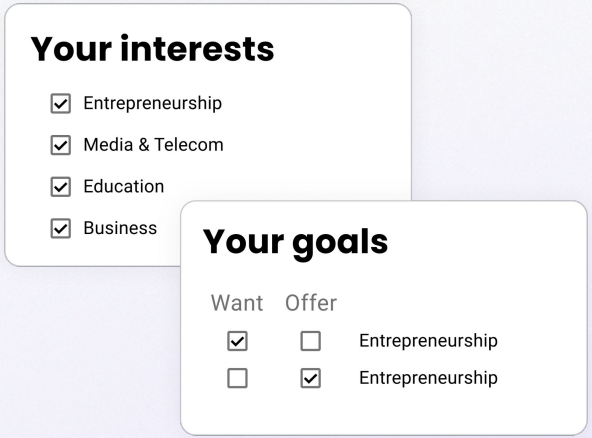
Remove features not in scope

1. **Claim your profile and get started!**
2. **Encourage your team to participate**
3. **Commit what you can**
    - Use **Office Hours** as a tool to meet organizational and team goals, remove barriers, and teach others
    - Sign up to be a **mentor**
    - Participate in **Introductions**

Claim your profile







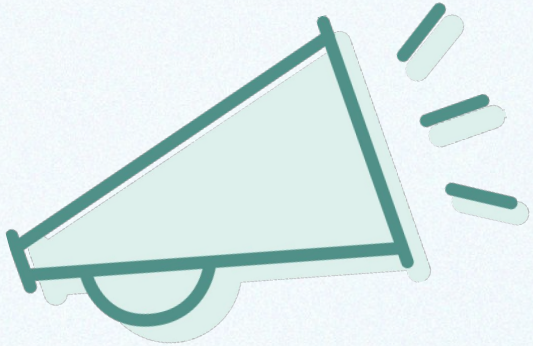
1 **Check your Email & Accept the Invitation**

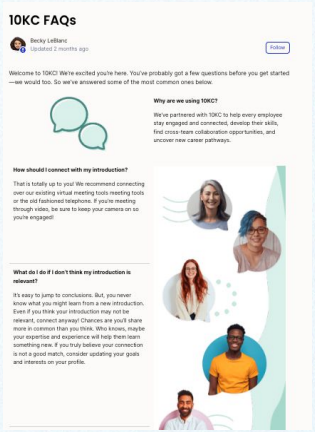
2 **Populate your Profile Details**

3 **Add your Goals and Interests**

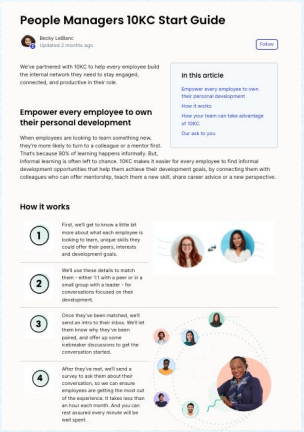
Encourage your team to participate

Help us spread the word by emailing these resources to your team members.





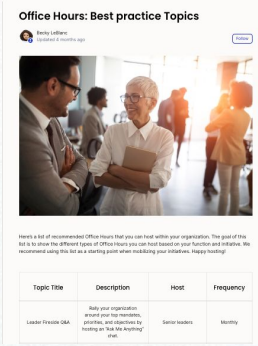
[FAQs for Members]



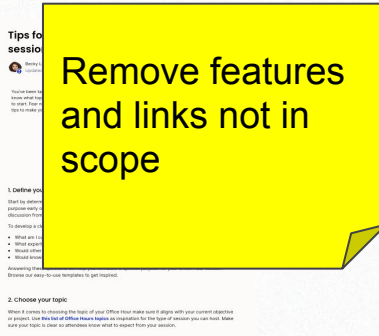
[FAQs for People Managers]

Commit what you can

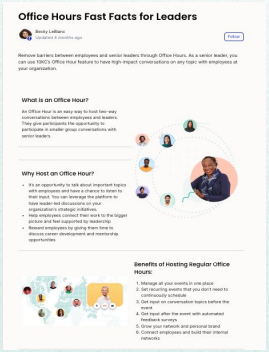
- Use **Office Hours** as a tool to meet organizational and team goals, remove barriers, and teach others
- Sign up to be a **mentor**
- Participate in **Introductions**



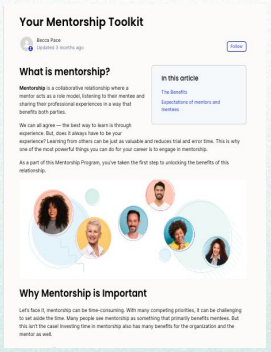
[Best Practice Office Hour Topics]



[Office Hour Tips for Hosts]



[Office Hours Fast Facts for Leaders]



[Mentorship Best Practices]

Add program manager email

Questions?

Send questions about the Program to **[Program Manager Email]**

Send questions about the Product to **support@tenthousandcoffees.com**

Launch Event (optional)

What is it?
A Launch Event co-hosted by 10KC to inform members:

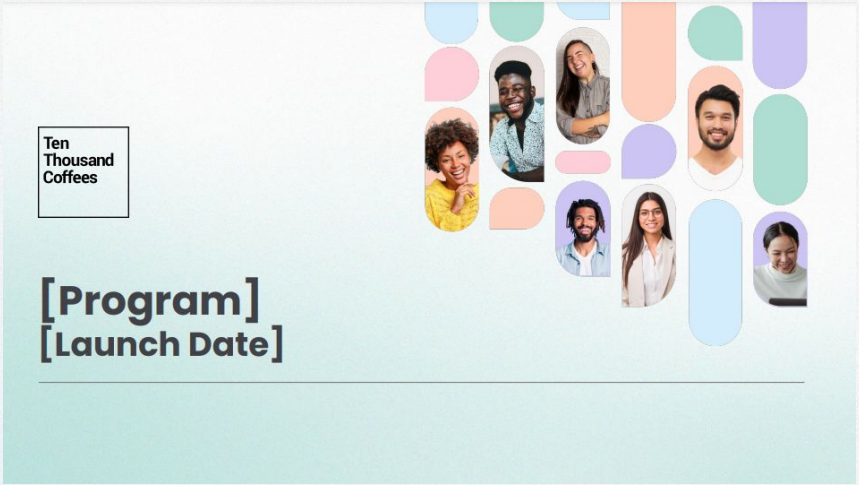
- Why we are investing in this program
- What to expect
- How to claim their profile

Who presents?
Executive Sponsor + 10KC

When is it?
On Launch Day

Recommendations

- This meeting is optional. The same content will also be shared in the Program Orientations so if your Program is prioritizing Mentorship this may not be required.
- Schedule this meeting at least 2 weeks in advance



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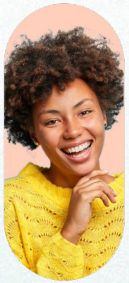
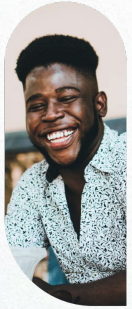
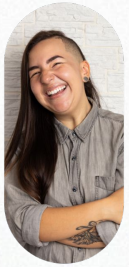
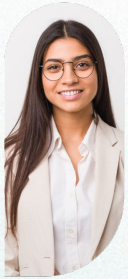




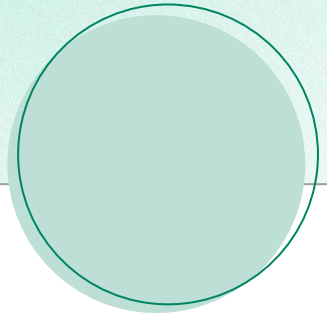


Add company logo, program name, launch date

[Program]
[Launch Date]

The Team

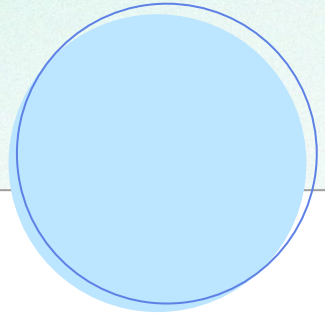
Update team member names and images



[Executive Sponsor Name]

[Role]

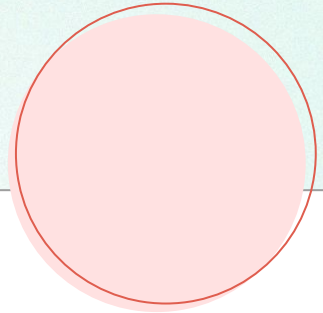
[email]



[Program Manager Name]

[Role]

[email]



[CSM Name]

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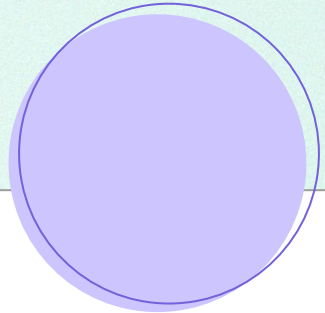

[IM Name]

Implementation Manager

[email]

Agenda

- What is [Program]?
- How does it work?
- Why you should join
- Next steps
- Q&A

Agenda

- **What is [Program]?**
- How does it work
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We're Listening.

From our 2022 Employee Engagement Survey results...

- **X** employees across **X** locations
- **X%** of employees felt connected
- **X%** feel that they are growing professionally
- **X%** would recommend [Business] as a place to work
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Add company logo

Update with internal engagement survey results

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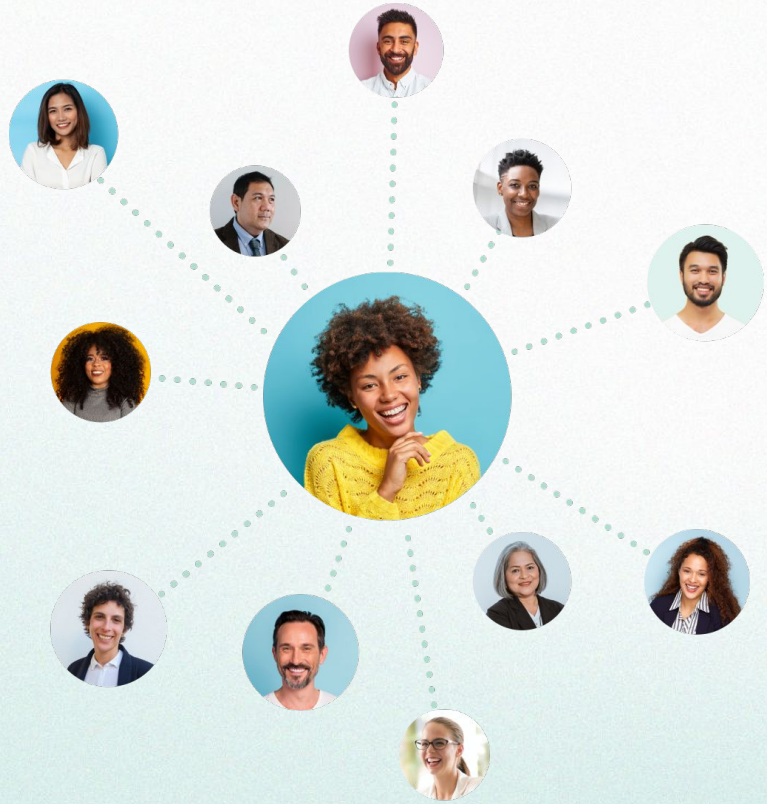


Ten Thousand Coffees

×

Add company logo

Update with program purpose and objectives

COMMUNITY PURPOSE

Empower [Company] employees to reach their full potential through building meaningful relationships across the company.

COMMUNITY OBJECTIVES

This program is designed to support and inspire employees to continuously learn and develop through others, enabling you to:

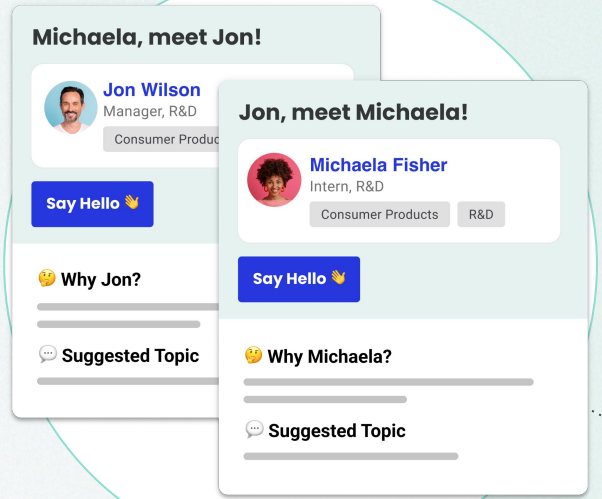
- Enhance performance through knowledge sharing and cross-functional collaboration
- Achieve your career aspirations by recognizing diverse career options
- Identify mentors that will champion your professional development
- Communicate your personal brand across the company

Agenda

- What is [Program]?
- **How does it work**
- Why you should join
- Next steps
- Q&A

How it works

Remove features not in scope



Introductions

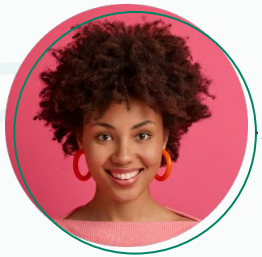
Office Hours

Development Programs

[CLIENT] employee's personalized development experience

Add company name, company logo

Remove features not in scope



[CLIENT] employee
Ready to take the next step in her career, wants to learn from other people at [CLIENT]

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Quarterly group conversations with leaders to learn new competencies, skills, and make progress toward their development goals.

1 mentor

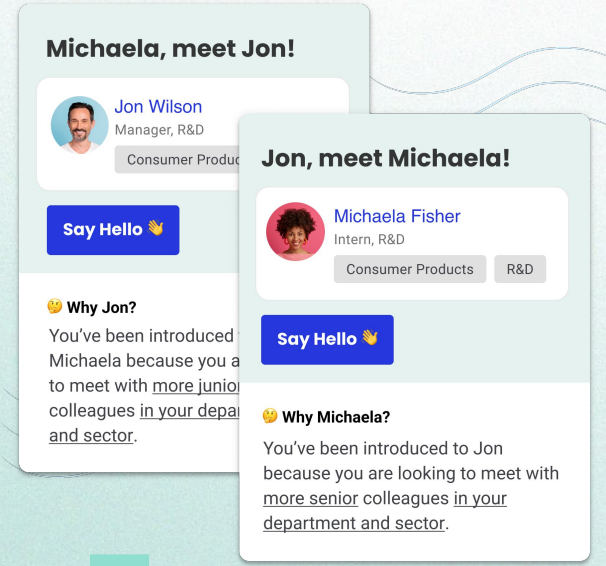
Form an ongoing mentorship relationship that follows a structured curriculum.

Ten Thousand Coffees

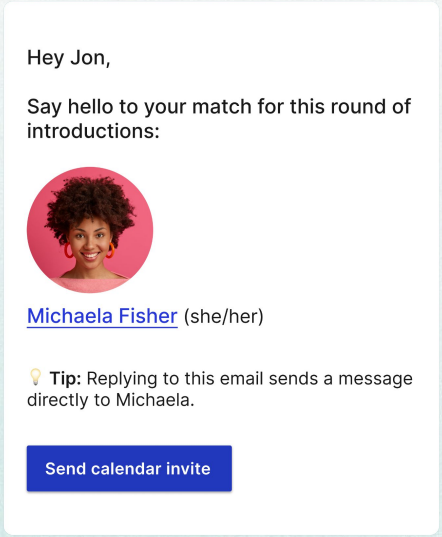
Introductions

1:1 Networking Conversations

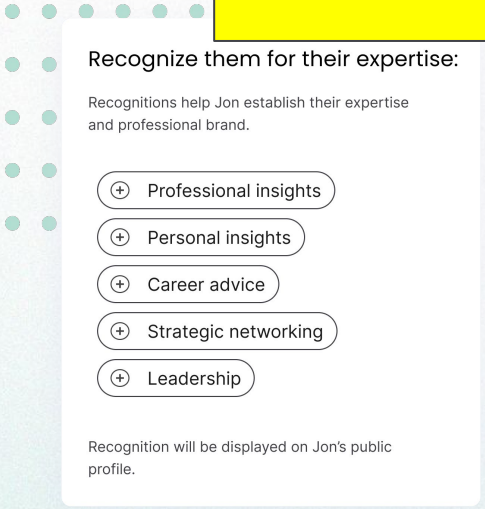
Remove if not implementing Introductions feature



1 Receive a new match every month



2 Schedule & meet your match

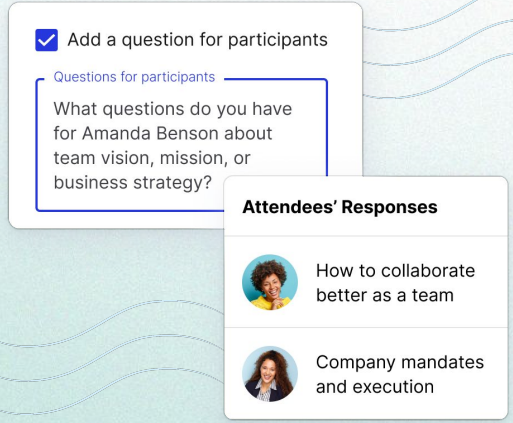


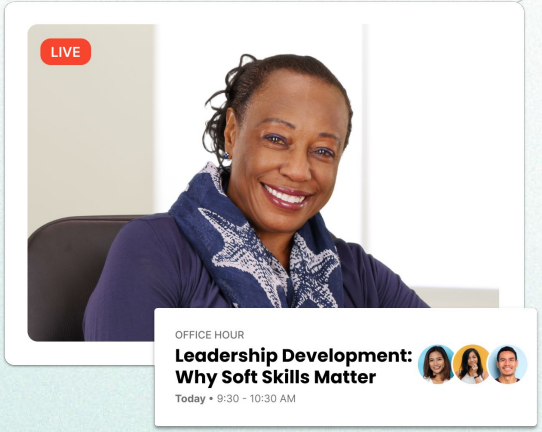
3 Share feedback & recognition for your match

Office Hours

Engage with Subject Matter Experts

Remove if not implementing Office Hours feature





1 **RSVP and drive the agenda**

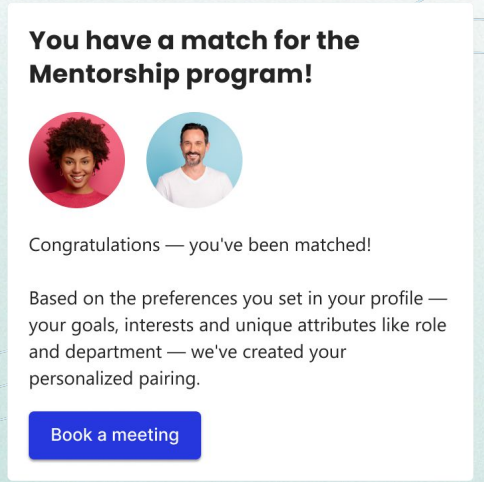
2 **Join the conversation & participate**

3 **Share feedback & recognize the SME for their time**

Development Programs

Guided 1:1 programs focused on career development

Remove if not implementing Development Programs feature



1 **Schedule your recurring meeting with your Mentor**

2 **Meet and share career insights**

3 **Give feedback & help inform future learning initiatives**

We meet you where you work.

Update with tech stack in scope

Agenda

- What is [Program]?
- How does it work
- **Why you should join**
- Next steps
- Q&A

[Name]

[Title]

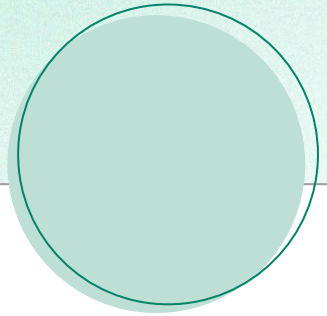
[Location]

Update with presenter details

WHY I'M EXCITED ABOUT THIS PROGRAM

Who you might meet

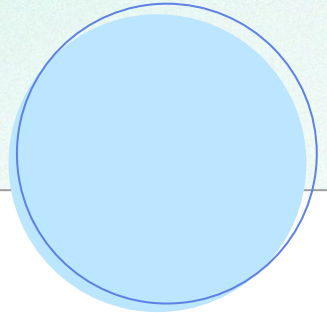
Update with early adopter information and images



[Influential Early Adopter]

[Title]

[email]



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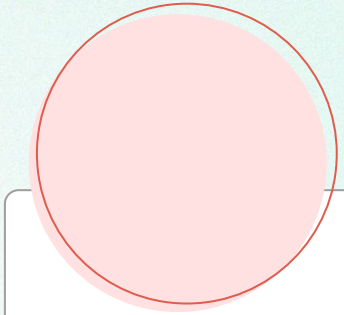

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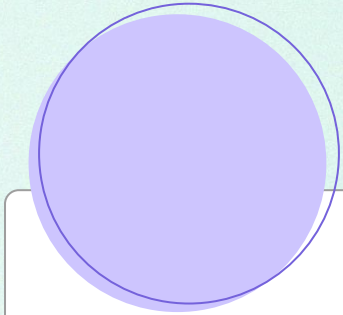


[Influential Early Adopter]

[Title]

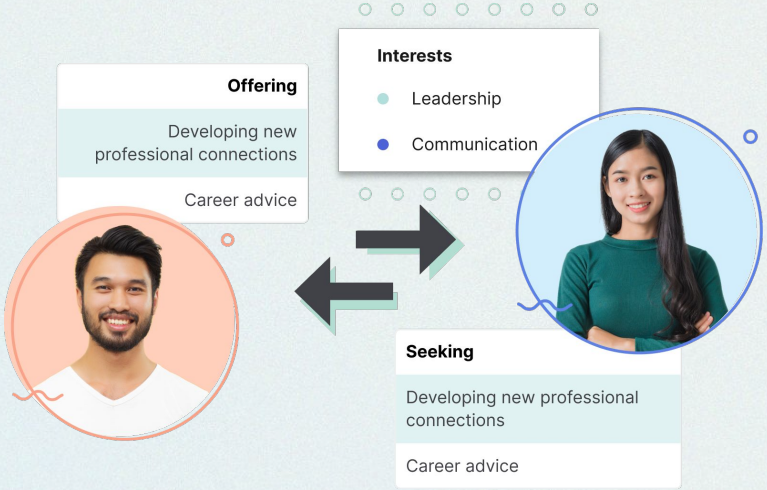
[email]

Why Join [Program]?

Update with program name and relevant member outcomes

Participant Outcomes

- ↑ Develop new skills
- ↑ Gain a better understanding of the organization
- ↑ Enhance your internal career mobility
- ↑ Become more effective in your role
- ↑ Collaborate with members outside your function
- ↑ Gain access to Senior Leaders
- ↑ Learn from Experts
- ↑ Create diverse and meaningful connections
- ↑ Develop an increased sense of belonging
- ↑ Gain a mentor or mentee



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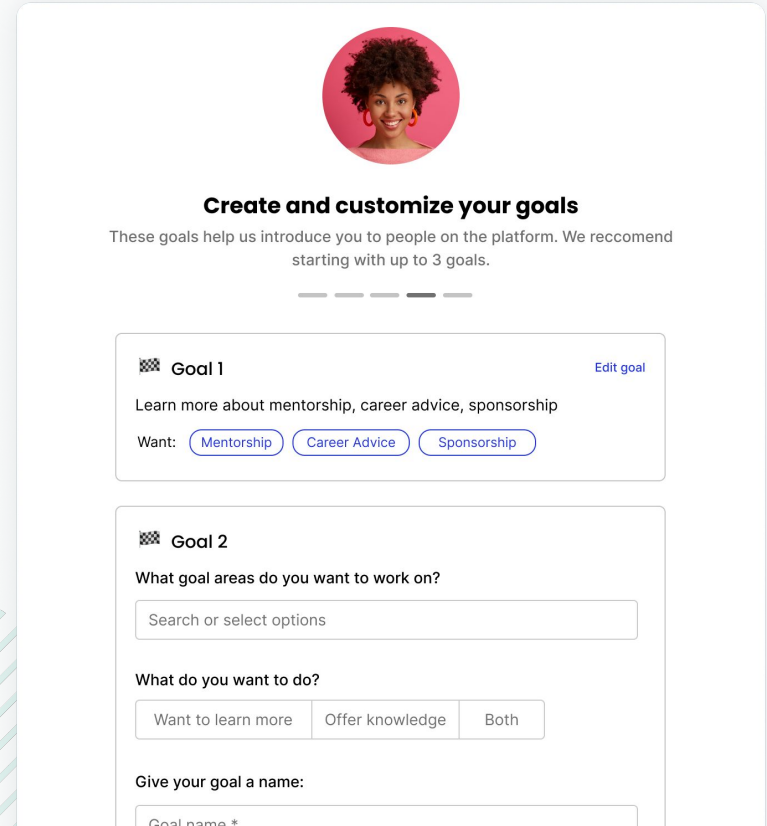
10KC's Goal Setting Feature



1. Define your development goals
2. Identify the attributes of the people you'd like to meet
3. Tie your activities' outcomes to your performance review to show your progress

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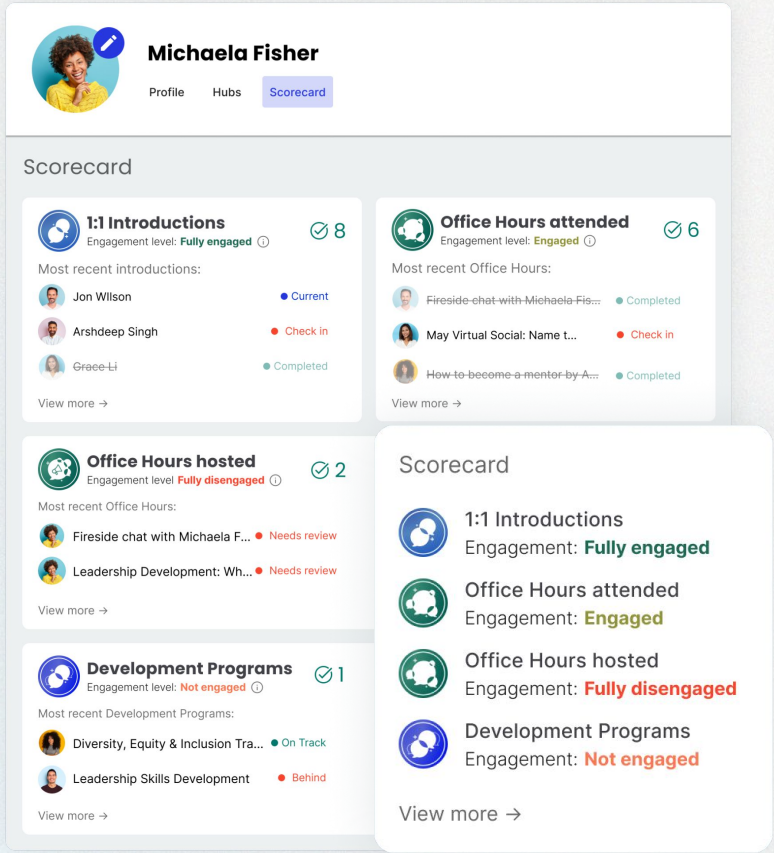
Member Scorecard makes tracking your progress easy

- ➔ Track all your activities in one place
- ➔ Take action on pending activities
- ➔ Compare your performance with others
- ➔ View the impact you have on others
- ➔ Track skills and expertise you're recognized for



Agenda

- What is [Program]?
- How does it work
- Why you should join
- **Next steps**
- Q&A

How to get the most out of 10KC

Remove features not in scope

1. Claim your profile and get started

- Populate your profile with your interests and goals to receive the most relevant connections

2. Participate

- Participate in **Introductions**
- Attend **Office Hours**
- Sign up for the **Mentoring Program**

3. Share feedback

- Prompted automatically after your connection

Coming Up

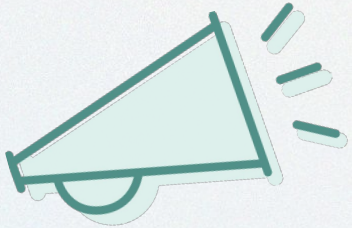
Remove features not in scope

Update with confirmed dates

INTRODUCTIONS

[Date] 1st Round of Introductions

[Date] 2nd Round of Introductions

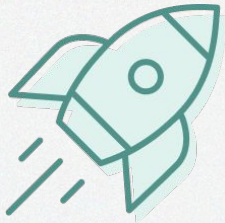


OFFICE HOURS

[Date] Office Hour: **[Topic]** with **[Host]**

[Date] Office Hour: **[Topic]** with **[Host]**

[Date] Office Hour: **[Topic]** with **[Host]**



MENTORSHIP PROGRAM

[Date] Sign up deadline

[Date] Invitations sent

[Date] Program Begins!

[OH Title Name

[Host]

[Location]

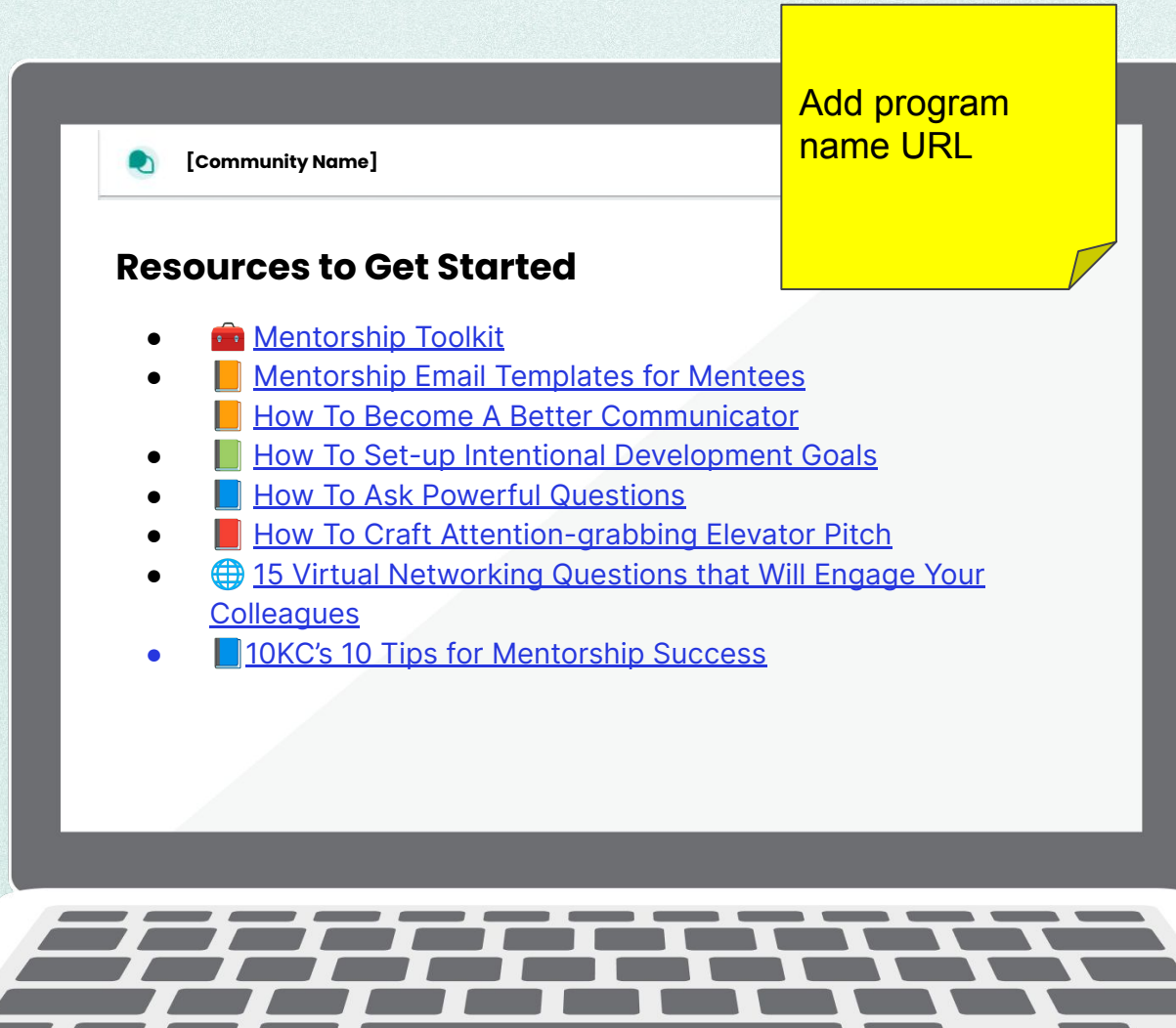
WHAT WE'LL DISCUSS

Remove if not implementing Office Hours

Update with Office Hour information

Useful Resources

Visit [PROGRAM NAME URL] for 10KC's best practices and program guide to get the most out of your conversations.



Questions?

Send questions about the Program to **[Program Manager Email]**

Send questions about the Product to **support@tenthousandcoffees.com**

Add program manager email

Program Orientations

What is it?
Program Orientations introducing matched employees to the Program, telling them:

- Why we are investing in this program
- What to expect
- How to be a good mentor/mentee

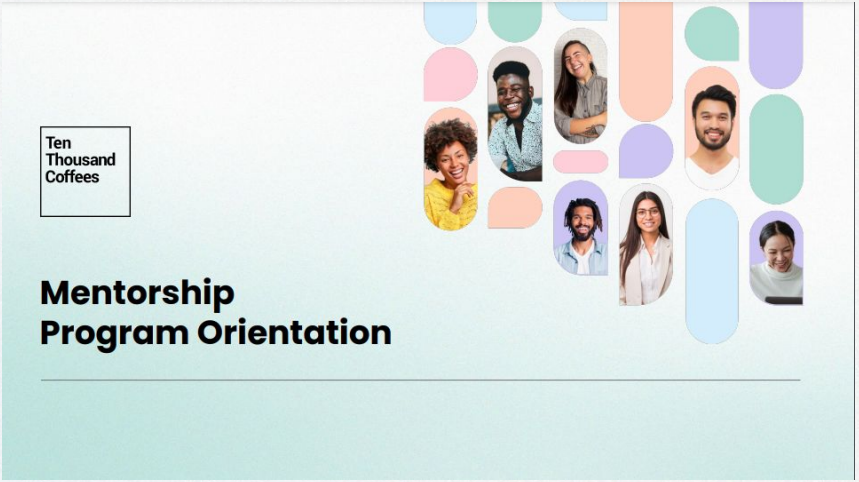
Note: there are 3 Program Orientation decks: one for 1:1 Mentorship, Group Mentorship, and Sponsorship

Who presents?
Executive Sponsor + Program Manager

When is it?
~2 and 5 days after matches are introduced

Recommendations

- Host 2 sessions to accommodate multiple time zones and availabilities
- Schedule this meeting at least 2 weeks in advance



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1:1 Mentorship Program Orientation

Agenda

- Why we've partnered with 10KC
- Important dates
- 10KC's 10 Tips for Success

Agenda

- **Why we've partnered with 10KC**
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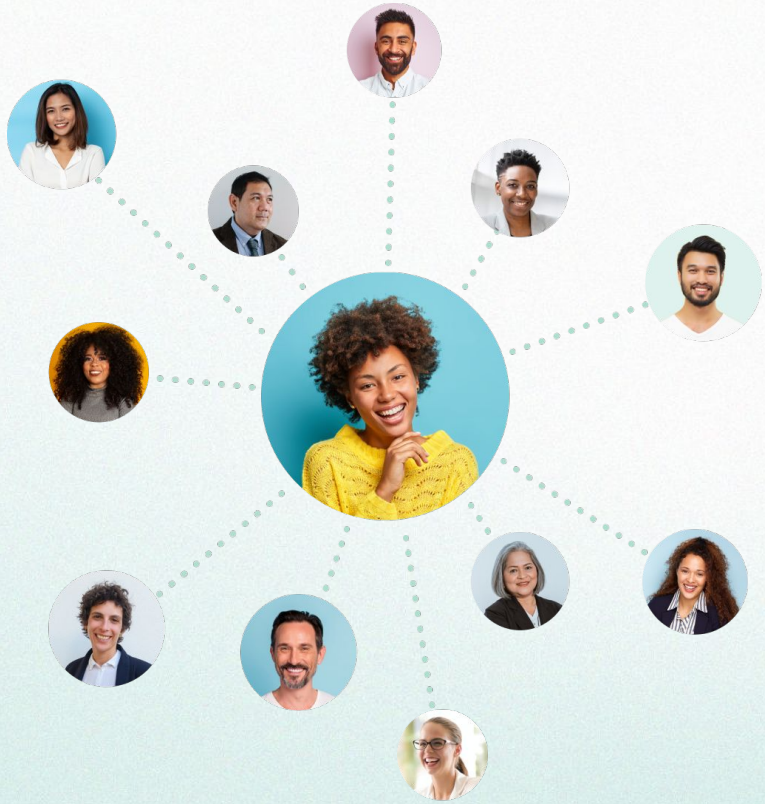
Ten Thousand Coffees is an all-in-one platform for inclusive mentoring, networking, and skill development.



Why we've partnered with 10KC

Add company logo

Ten Thousand Coffees ×

Mentorship creates opportunity

Gain the skills and relationships needed to advance in your career and create a sense of belonging within your organization

We're Listening

From our 2022 Employee Engagement Survey results...

- **X** employees across **X** locations
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- **X%** would recommend [Business] as a place to work
- **X%** see a path for me to advance my career in our organization.

Add company logo

Add engagement survey results

program

77% of employees correlate job satisfaction with having genuine relationships at work

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More than just a mentorship program, tap into your new 10KC *community*

Remove features not in scope

Join the community to access:

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1:1 Guided Conversations + Structured Curriculum with a Mentor to drive your personal development

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Ten Thousand Coffees

Agenda

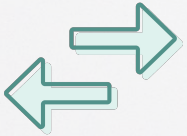
- Why we've partnered with 10KC
- **Important Dates**
- 10KC's 10 Tips for Success

Important Dates

Update dates

[date 1]
You're invited

[date 3]
Sign up for [event name]



[date 2]
Meet Your Match!

[date 4]
1st round of Introductions!

Mentorship Program Preview

Duration of Program: 6 montl

Schedule: Meeting every 2 we

Update with meeting curriculum

Meeting 1: Goal Setting & Getting to Know Each Other

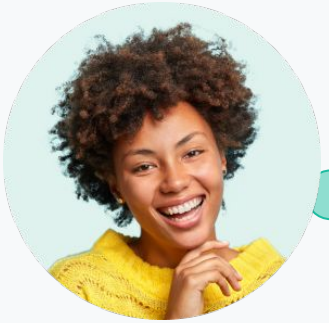
Meeting 2: Identifying Barriers to Career Growth

Meeting 3: Working with Others

Meeting 4: Embracing Change

Meeting 5: How to Stand Out

Meeting 6: Reflection and Next Steps



Mentee

Mentor

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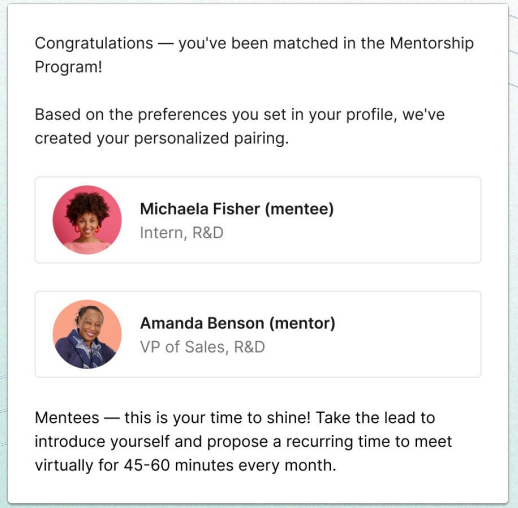
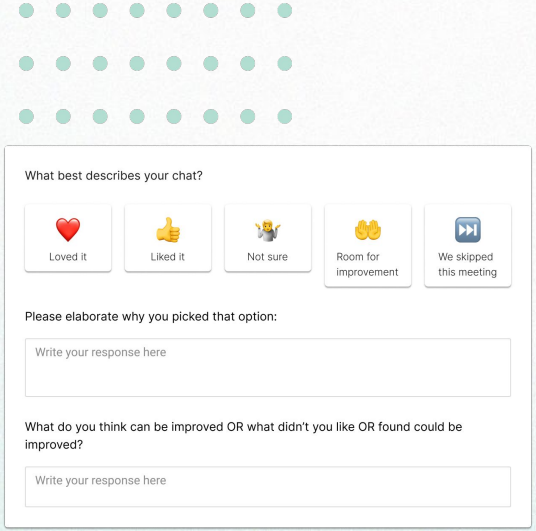
Getting Started





1 Opt-in & schedule your recurring meeting with your match

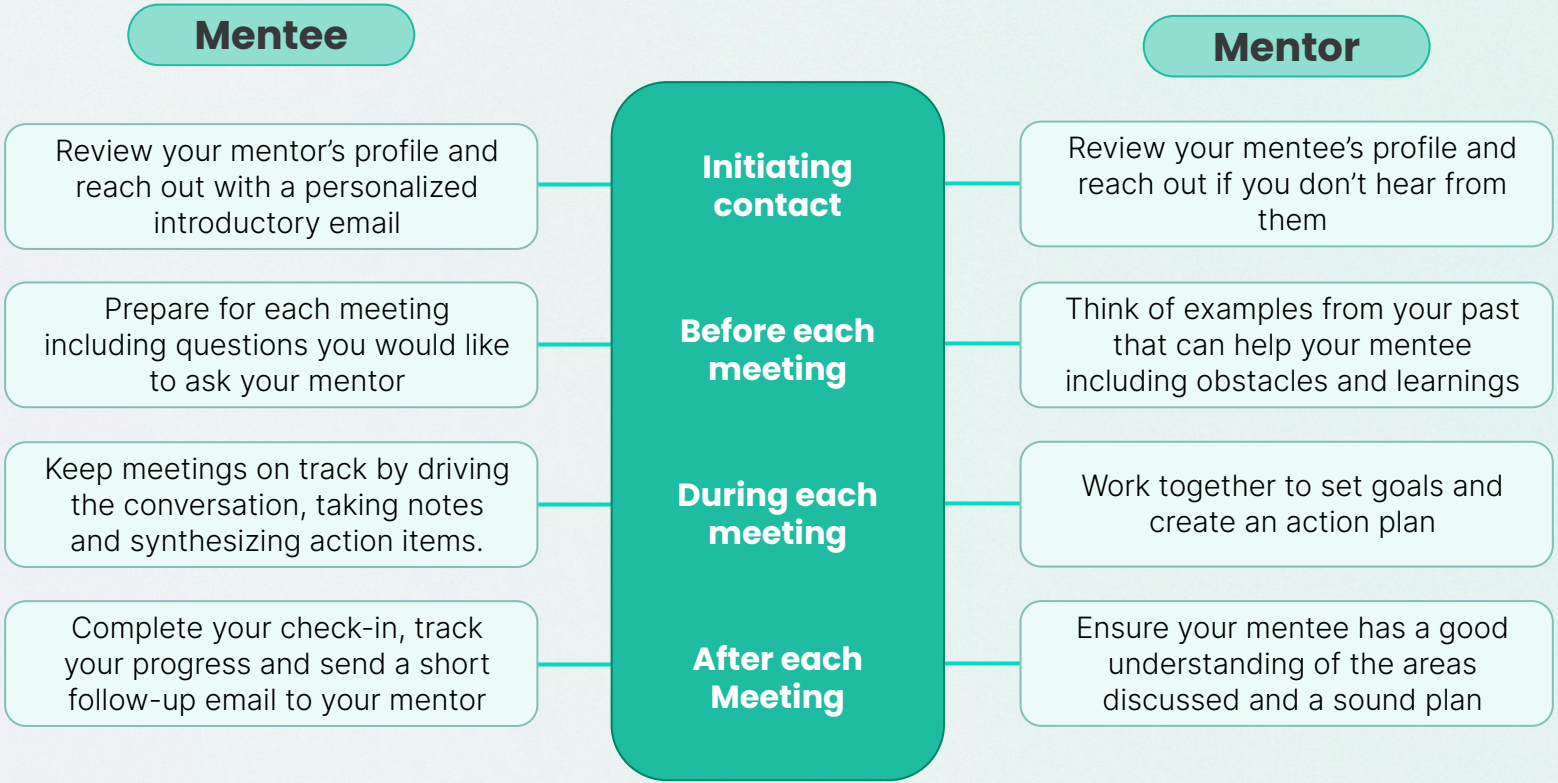
2 Meet and share career insights

3 Give feedback & help inform future learning initiatives

Agenda

- Why we've partnered with 10KC
- Important dates
- **10KC's 10 Tips for Success**

Tip #10: Understand your role & responsibilities



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Tip #9: Be present and prepared

- Come Prepared
- Keep your video on
- Stay focused
- Commit to one another

MENTORSHIP PROGRAM TOPIC

Goal Setting

MENTORSHIP PROGRAM TOPIC

Prioritization & Time Management

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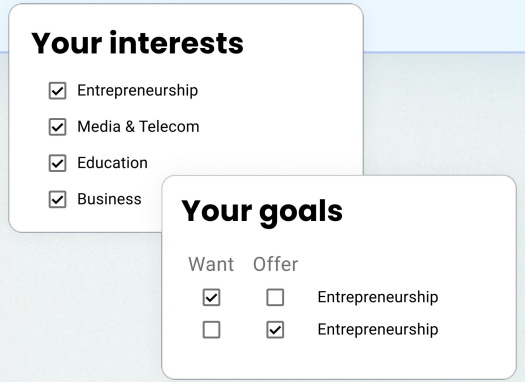
Tip #8: Build SMART goals

Setting goals provides clarity on your long-term vision for your career and short-term motivation to achieve what you want.



SPECIFIC

MEASURABLE

ACHIEVABLE

REALISTIC

TIME BOUND

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Tip #7: Engage meaningfully

Active listening

1. Pay attention.
2. Use non-verbal cues.
3. Defer judgment.

Thoughtful questioning

1. Ask, don’t guess.
2. Asking open-ended rather than yes/no questions.
3. Use questions to raise awareness.

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Tip #6: Embrace vulnerability

1. **Embrace** the development opportunity
2. **Be willing** to accept each other's feedback, guidance, and suggestions
3. **Be open** about your strengths, weaknesses and career experiences
4. **Be candid** about how things are going. What's working well? What needs adjusting?

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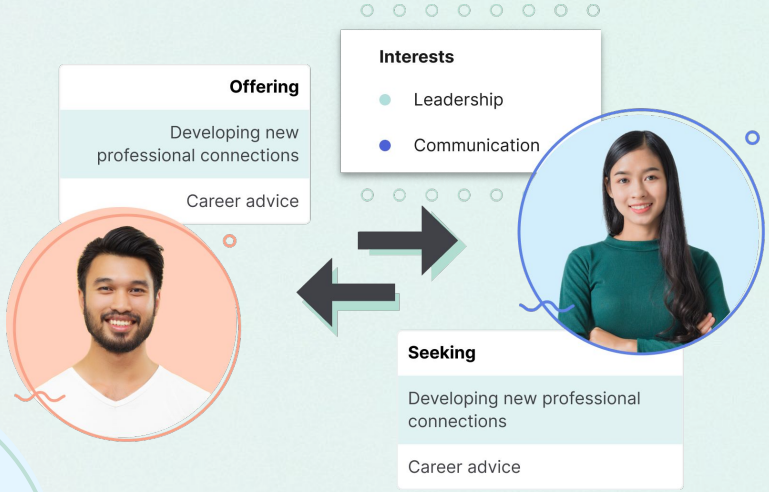
Tip #5: The Mentee is the driver

Let the mentor offer advice & direction

Let the mentee make decisions

Both parties have autonomy and responsibility



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Tip #4: Provide constructive criticism

Try to see each other's perspectives

Give specific feedback

Work together to find a solution

Don't project onto each other

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Tip #3: Practice what you've learned

Reflect

Reflect on the key learning & takeaways from your conversation.

Practice

Try putting something you learned from your mentor into practice.

Discuss

When you reconnect, take a minute to discuss the outcome of what you tried.

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Tip #2: Create an inclusive space for conversation

1. Be Aware of Unconscious Bias
2. Avoid Microaggressions
3. Lead with Empathy

4. Listen More
5. Celebrate Differences
6. Promote Authenticity

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Drum roll please...

Tip #1: Foster psychological safety

What's Psychological Safety?

This is the belief that you won't face embarrassment, rejection, or punishment for speaking up. You both play a role creating an environment where you feel safe to share your opinions and ideas.

How do you ensure Psychological Safety?

1. Mutual respect
2. Confidentiality
3. Trust

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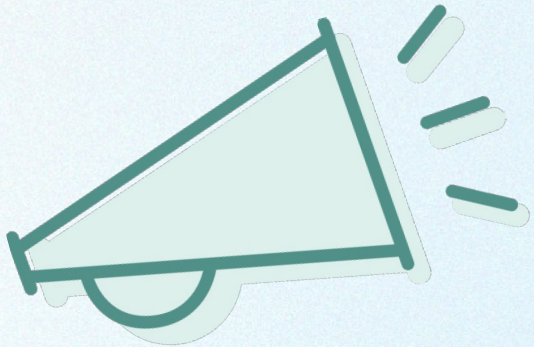
10KC’s 10 tips for mentorship success

1. Foster psychological safety
2. Create an inclusive space for conversation
3. Practice what you’ve learned
4. Provide constructive criticism
5. The Mentee is the driver
6. Embrace vulnerability
7. Engage meaningfully
8. Build SMART goals
9. Be present & prepared
10. Understand your role & responsibilities

How else can I participate?

Remove features not in scope

1. **Claim your profile and get started!**
2. **Encourage others to participate**
3. **Commit what you can**
   - Use **Office Hours** as a tool to meet Leaders and Subject Matter Experts
   - Sign up to be **matched**
   - Participate in **Introductions**



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Thank you.

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Group Mentorship Program Orientation

Agenda

- Why we've partnered with 10KC
- Important dates & Demo
- 10KC's 10 Tips for Success

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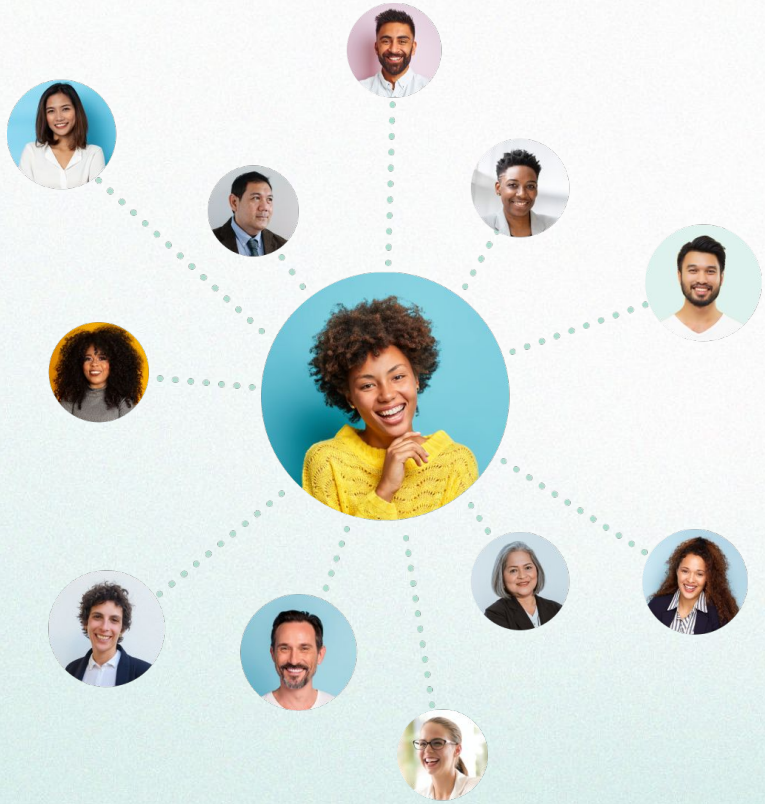

Why we've partnered with 10KC

Add company logo

Ten Thousand Coffees ×

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Ten Thousand Coffees

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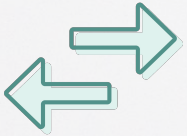

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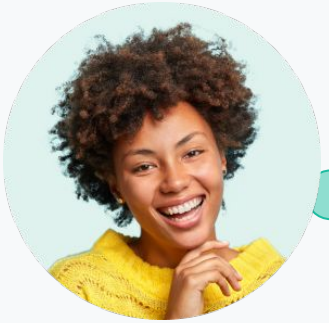
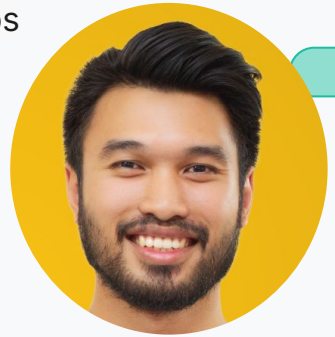


Mentee



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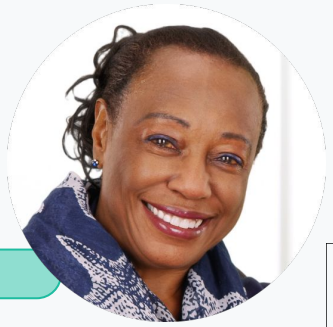
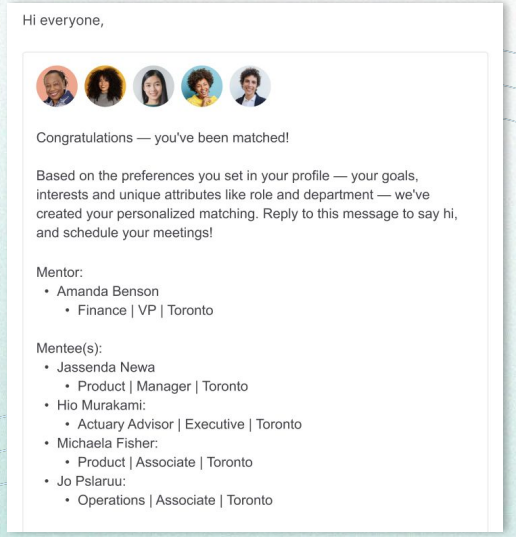
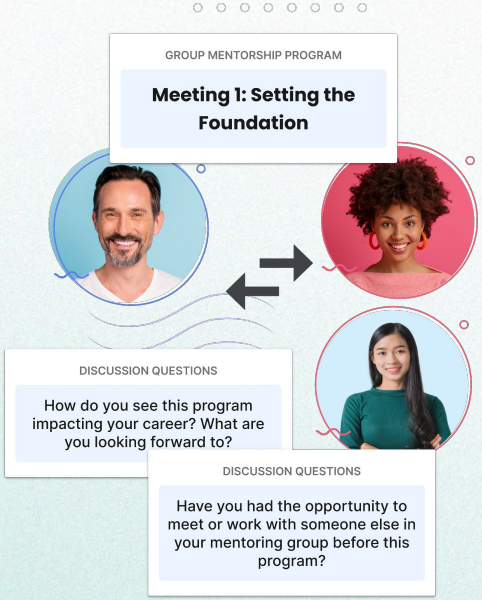


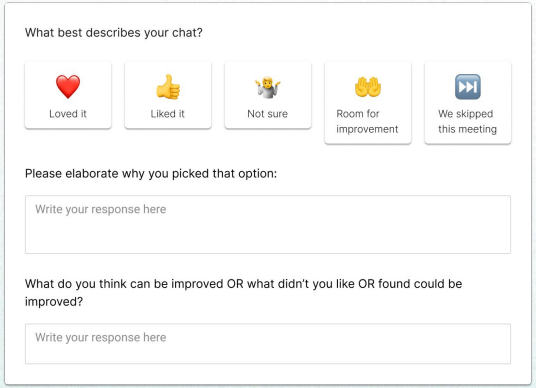
Mentor

Ten Thousand Coffees

Getting Started







1 Opt-in & schedule your recurring meeting with your match

2 Meet and share career insights

3 Give feedback & help inform future learning initiatives

Demo

Agenda

- Why we've partnered with 10KC
- Important dates & Demo
- **10KC's 10 Tips for Success**

Tip #10: Understand your role & responsibilities

Mentees		Mentor
Review your mentor's profile and be on the lookout for your mentor to schedule the first meeting	**Initiating contact**	Review your mentees' profiles and reach out to your mentees to schedule the first meeting
Prepare for each meeting by reading through the pre-work that is delivered via email and think about questions/experiences you can share with the group	**Before each meeting**	Prepare for each meeting by reviewing the discussion guides and thinking about what examples from your experience can help your mentees
Keep the conversation flowing in the right direction by sharing examples and practicing active listening	**During each meeting**	Moderate the discussion amongst the group and follow the agenda so everyone has time to share
Give feedback in every touch point survey and track your progress individually on your goal sheet	**After each Meeting**	Follow-up and ensure your mentees have a good understanding of the areas discussed and feel supported

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Tip #9: Be present and prepared

- Come Prepared
- Keep your video on
- Stay focused
- Commit to the group

GROUP MENTORSHIP TOPIC

Working with Others

GROUP MENTORSHIP TOPIC

Identifying Barriers to Career Growth

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Tip #8: Set habit-informed goals

Setting goals provides clarity on your long-term vision for your career and short-term motivation to achieve what you want.

Your interests

- [x] Entrepreneurship
- [x] Media & Telecom
- [x] Education
- [x] Business

Your goals

Want	Offer	
☑	☐	Entrepreneurship
☐	☑	Entrepreneurship

Take small steps each day towards your goals through your daily habits to make consistent progress.

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Tip #7: Engage meaningfully

Active listening

1. Pay attention.
2. Use non-verbal cues.
3. Defer judgment.

Thoughtful questioning

1. Ask, don’t guess.
2. Asking open-ended rather than yes/no questions.
3. Use questions to raise awareness.

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Tip #6: Embrace vulnerability

1. **Embrace** the development opportunity
2. **Be willing** to accept each other's feedback, guidance, and suggestions
3. **Be open** about your strengths, weaknesses and career experiences
4. **Be candid** about how things are going. What's working well? What needs adjusting?

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Tip #5: The Mentees are the drivers

Let the mentor offer advice & direction

Let the mentees make decisions

Everyone in the group has autonomy and responsibilities

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Tip #4: Provide constructive criticism

Try to see each other's perspectives

Give specific feedback

Work together to find a solution

Don't project onto each other

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Tip #3: Practice what you've learned

Reflect

Reflect on the key learning & takeaways from your conversation.

Practice

Try putting something you learned from your mentor or group into practice.

Discuss

When you reconnect, take a minute to discuss the outcome of what you tried.

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Tip #2: Create an inclusive space for conversation

1. Be Aware of Unconscious Bias
2. Avoid Microaggressions
3. Lead with Empathy

4. Listen More
5. Celebrate Differences
6. Promote Authenticity

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Drum roll please...

Tip #1: Foster psychological safety

What's Psychological Safety?

This is the belief that you won't face embarrassment, rejection, or punishment for speaking up. You all play a role creating an environment where you feel safe to share your opinions and ideas.

How do you ensure Psychological Safety?

1 **Mutual respect**

2 **Confidentiality**

3 **Trust**

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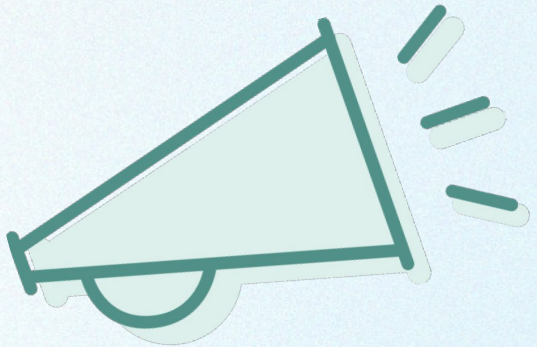
10KC’s 10 tips for group mentorship success

1. Foster psychological safety
2. Create an inclusive space for conversation
3. Practice what you’ve learned
4. Provide constructive criticism
5. Mentees are the driver
6. Embrace vulnerability
7. Engage meaningfully
8. Set habit-informed goals
9. Be present & prepared
10. Understand your role & responsibilities

How else can I participate?

1. Claim your profile and get started!
2. Encourage others to participate
3. Commit what you can



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Thank you.

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Sponsorship Program Orientation

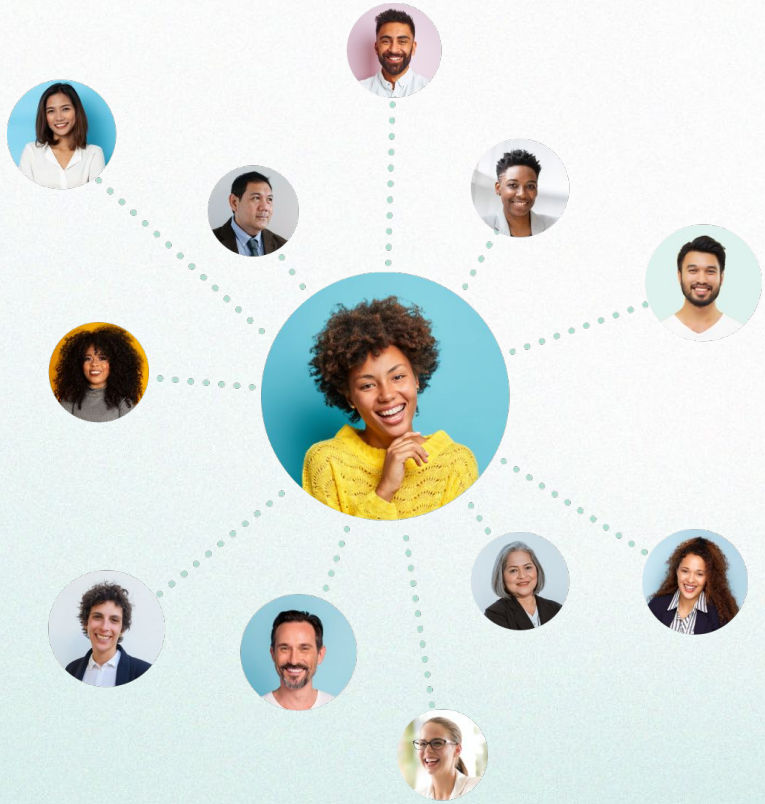
Agenda

- Why we’ve partnered with 10KC
- What is Sponsorship?
- Important dates & Demo
- Sponsorship Takeaways

Agenda

- **Why we've partnered with 10KC**
- What is Sponsorship?
- Important dates & Demo
- Sponsorship Takeaways

Ten Thousand Coffees is an all-in-one platform for inclusive mentoring, networking, and skill development.



Why we've partnered with 10KC

Add company logo

Ten Thousand Coffees ×

Sponsorship accelerates careers

Gain the visibility and relationships needed to advance in your career and flourish in a place where you feel connected and valued.

We're Listening

From our 2022 Employee Engagement Survey results...

- **X** employees across **X** locations
- **X%** of employees felt connected
- **X%** feel that they are growing professionally
- **X%** would recommend [Business] as a place to work
- **X%** see a path for me to advance my career in our organization.

Add company logo

Add engagement survey results

77% of employees correlate job satisfaction with having genuine relationships at work

Only **1 in 4** employee's have a sponsor

More than just a sponsorship program, tap into your new 10KC *community*

Remove features not in scope

Join the community to access:

A Sponsorship Relationship

1:1 Guided Conversations + Structured Curriculum with a Sponsor to drive your career development

Exclusive events with company leaders

Opportunities to connect with company leaders and subject matter experts (SMEs) for 2-way group sessions and learning

Smart networking opportunities

Automated Introductions to other colleagues to continue to build your network and connections among program participants

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Agenda

- Why we've partnered with 10KC
- **What is Sponsorship?**
- Important dates & Demo
- Sponsorship Takeaways

What is Sponsorship?

Sponsorship [spon·sor·ship]

Sponsorship is an impactful relationship between a **Sponsor** and **Sponsee**. The Sponsor actively advocates and opens up opportunities for the Sponsee to advance and guide them in the right direction.

Who is it for & Why is it Needed?

Everyone benefits from sponsorship but some groups need sponsorship more than others.

Sponsorship is especially impactful for diverse talent groups because many of these groups have historically been kept out of spaces and roles.

The Power of Sponsorship

I believe in the power of sponsorship because:

- [insert messaging]
- [insert messaging]
- [insert messaging]

Update with Executive's story/experience with Sponsorship & image

How Does it Compare to Mentorship?

Sponsorship [spon·sor·ship]

Sponsorship is an impactful relationship between a **Sponsor** and **Sponsee**. The Sponsor actively advocates and opens up opportunities for the Sponsee to advance and guide them in the right direction.

Mentorship [men·tor·ship]

Mentorship is a powerful relationship between two individuals where a **Mentor** provides guidance, advice and encouragement to their **Mentee** to support their professional and personal development.

What's the Difference Between Mentors & Sponsors?

A **Sponsor**:

- ➔ Advocates
- ➔ Presents Opportunities
- ➔ Increases Visibility

A **Mentor**:

- ➔ Guides
- ➔ Advises
- ➔ Encourages

Who is considered a Sponsor?

Someone who:

- ☑️ has access to decision makers
- ☑️ has influence in the workplace
- ☑️ is a leader both in their role and presence
- ☑️ MOST IMPORTANTLY wants to!

Expectations for Sponsors & Sponsees

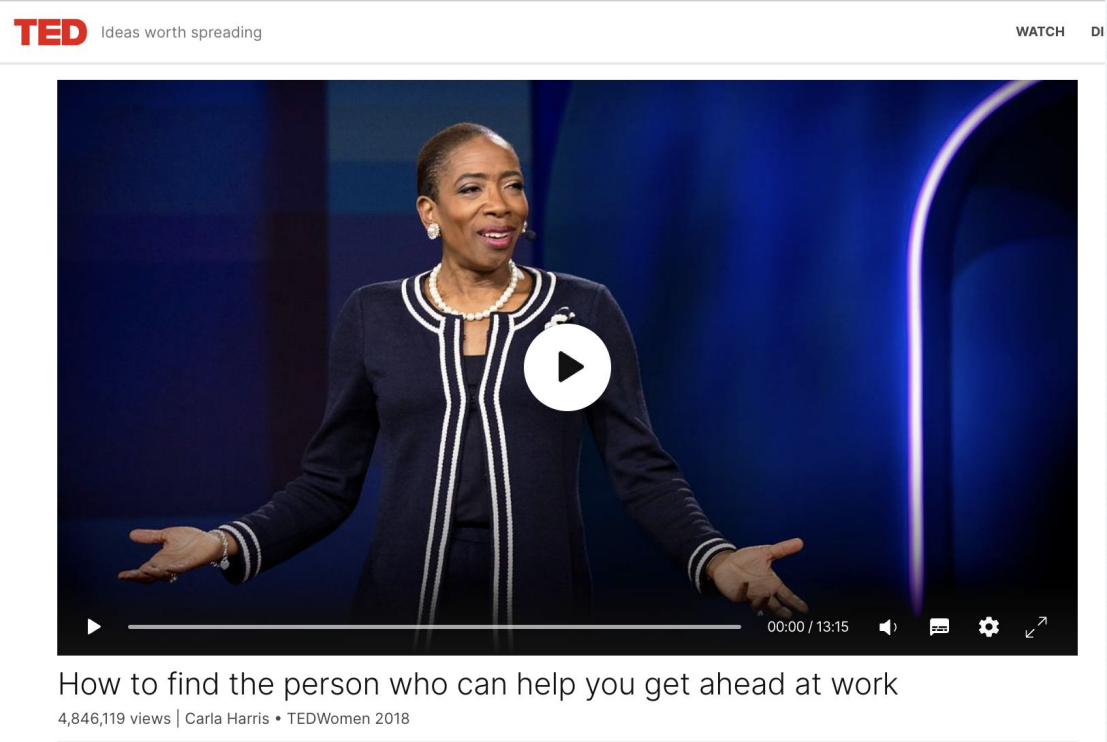
Sponsors are expected to:

- ➔ Advocate
- ➔ Present Opportunities
- ➔ Increase Visibility
- ➔ Make Introductions

Sponsees are expected to:

- ➔ Lead with your best effort
- ➔ Set and share clear goals
- ➔ Network fiercely

Sponsorship Impact



Agenda

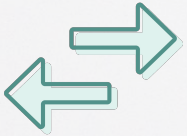
- Why we've partnered with 10KC
- What is Sponsorship?
- **Important Dates & Demo**
- Sponsorship Takeaways

Important Dates

Update dates

[date 1]
You're invited

[date 3]
Sign up for [event name]



[date 2]
Meet Your Match!

[date 4]
1st round of Introductions!

Sponsorship Program Preview

Duration of Program: 4 month

Schedule: Meeting every 3-4 w

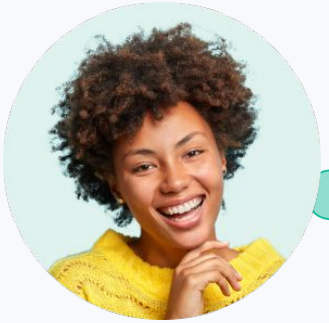
Update with meeting curriculum

Session 1: Mapping Out Your Career

Session 2: Visibility, Visibility, Visibility

Session 3: Expanding Your Network

Session 4: Sustained Sponsorship & Reflection



Sponsee

Sponsor

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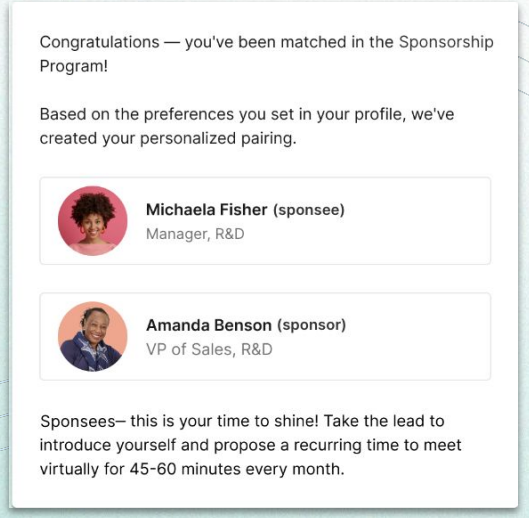
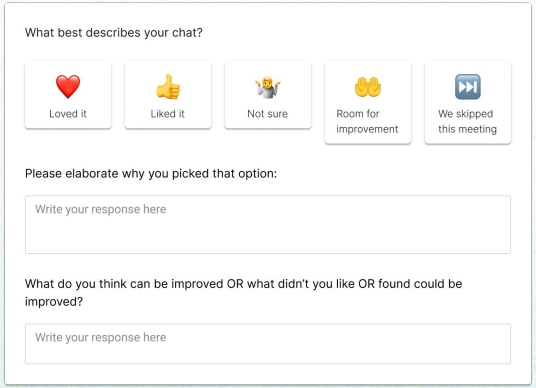
Getting Started





1 Opt-in & schedule your recurring meeting with your match

2 Meet and share career insights

3 Give feedback & help inform future learning initiatives

Demo

Agenda

- Why we've partnered with 10KC
- What is Sponsorship?
- Important dates & Demo
- **Sponsorship Takeaways**

Sponsorship Takeaways

1. Sponsors need to **ACT**
2. The onus is on the **Sponsor**
3. This program is **NOT** about creating more work for Sponsees

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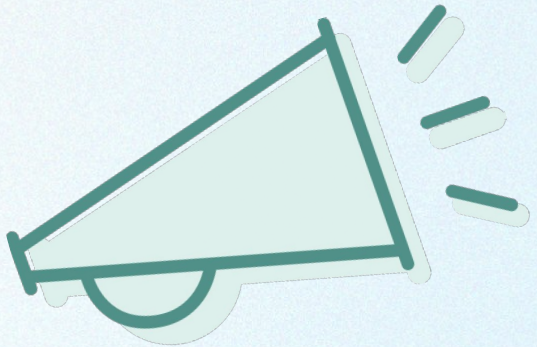
How else can I participate?

1. Claim your profile and get started!
2. Encourage others to participate
3. Commit what you can



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Thank you.

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Sponsorship Program Training

Update with speakers story/experience of Sponsorship & image

Sponsorship Impact

Sponsorship has impacted my career through:

- [insert messaging]
- [insert messaging]
- [insert messaging]

What is Sponsorship?

Sponsorship is an impactful relationship between a **Sponsor** and **Sponsee**. The Sponsor actively advocates and opens up opportunities for the Sponsee to advance and guide them in the right direction.

A Sponsor vs. A Mentor vs. A Coach

	Sponsor	Mentor	Coach
Goal:	Provide sponsee's access to career opportunities	Mentee's overall professional development	Developing specific skills related to coachee's career
Achieved by:	Assess sponsee's skills and abilities to provide them with visibility, leveraging their network and influence	Sharing their knowledge and experiences, helping mentee identify and develop skills and goals to grow their career	Providing performance based feedback and advice in a structured way
Who are they?	Senior leader in sponsee operating environment with significant influence	Experienced in areas where mentee wishes to learn from	Skilled and trained to promote this skill development in others

Be an Advocate & Commit

Being an effective sponsor and an ally is achieved by:

- Committing to the process
- Advocating for your sponsee
- Understanding that this is a long term relationship

Your Role as a Sponsor

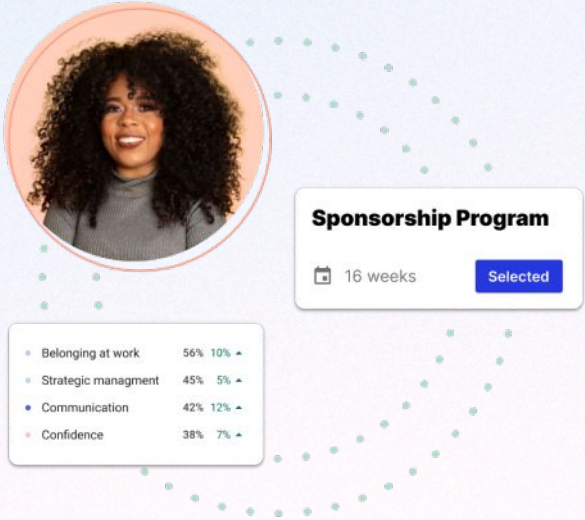
Being a sponsor to diverse talent, it is important to reflect on:

- What you can offer
- And your personal career experiences

By committing to this process you contribute to your professional development through:

- Communication
- Leadership development
- Collaboration
- and more!

Your Role as a Sponsee



As a sponsee, it’s important to prepare for this experience by:

- Reflecting on your career experiences
- Thinking about your career goals

As a sponsee, it's important to:

- Prepare to articulate your long term goals
- Show up in a way that reflects well on you and your sponsor
- Understand that this is a relationship that requires trust
- Know that you are in the driver’s seat to get the most out of your experience

Why Diverse Talent Needs Sponsorship?

Everyone benefits from sponsorship but some groups need sponsorship more than others.

Sponsorship is especially impactful for diverse talent groups because many of these groups have historically been kept out of spaces and roles.

40% agree that having a sponsor helps you reach your career goals

56% of senior executive women agree that sponsorship is a key success factor in their career.

Only **5%** of Black employees report having a sponsor

Common Obstacles Diverse Talent Face

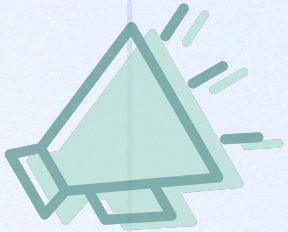
As diverse talent advance in their careers in more senior leadership roles there are a few common obstacles that they may face:

- Less representation among peers
- Lack of sponsorship from leaders
- Combatting discrimination

78% of employees who responded to a Harvard Business Review study said they work at organizations that lack diversity in leadership positions.

Maximizing Your Sponsorship Relationship

To make the most of your sponsorship experience there are four key areas to focus on:



Get to know your match

Take actionable steps outside of your 1 on 1s

Prioritize these meetings

Make each other shine

Sponsorship Program Experience

📋 **Meeting 1:** Mapping Out Your Career
📋 **Meeting 2:** Visibility, Visibility, Visibility
📋 **Meeting 3:** Expanding Your Network
📋 **Meeting 4:** Sustained Sponsorship and Reflection