

Taking Action

Retaining & Advancing Women in National Law Firms

SPONSORSHIP

Discussion Guide and Reading List



Discussion Guide



Discussion Questions

- 1) What are unique opportunities for sponsorship in a big law context? Challenges?
- 2) Have you been sponsored? If so, how did you identify your sponsor, and what made the sponsorship impactful?
- 3) Have you ever been a sponsor? If so, what did your protégé do to help you be an effective sponsor?
- 4) What is one change that you can make to increase opportunities for sponsorship at your law firm?

Suggested Reading List



Foundational Reading List

- Catalyst, Fostering Sponsorship Success Among High Performers and Leaders, August 17, 2011 , <https://linniecarter.com/files/2012/02/Fostering-Sponsorship-Success-Among-High-Performers-Leaders.pdf>
- Catalyst, Sponsoring Women to Success, Catalyst, 2011, http://www.catalyst.org/system/files/sponsoring_women_to_success.pdf
- Sylvia Ann Hewlett, Mentors Are Good. Sponsors are Better, New York Times, April 13, 2013, <http://www.nytimes.com/2013/04/14/jobs/sponsors-seen-as-crucial-for-womens-career-advancement.html>

Other Recommended Materials

- American Express: A Diverse Workforce. An Inclusive Workplace, <https://www.americanexpress.com/us/content/global-diversity-and-inclusion/>
- Anne Fisher, Got a Mentor? Good. Now find a Sponsor, Fortune Magazine, September 21, 2012, <http://fortune.com/2012/09/21/got-a-mentor-good-now-find-a-sponsor/>
- Caroline Fairchild, American Express: Charging ahead on diversity, Fortune Magazine, January 22, 2015, <http://fortune.com/2015/01/22/american-express-charging-ahead-on-diversity/>
- Jo Miller, The People Who Can Open More Career Doors than You Ever Thought Possible, <https://www.themuse.com/advice/the-people-who-can-open-more-career-doors-than-you-ever-thought-possible#!>

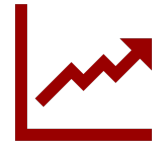
Suggested Reading List (cont'd)



Other Recommended Materials (cont'd)

- Sylvia Ann Hewlett, The Right Way to Find a Career Sponsor, Harvard Business Review, September 11, 2013, <https://hbr.org/2013/09/the-right-way-to-find-a-career-sponsor>
- Sylvia Ann Hewlett, 'Forget a Mentor, Find a Sponsor': Getting the Right Person in Your Corner, Today, November 27, 2013, <http://www.today.com/popculture/forget-mentor-find-sponsor-getting-right-person-your-corner-2D11653414>
- Naomi Titleman, Sponsorship Key to Boosting Gender Equality at Work, BenefitsCanada, May 2016, http://www.benefitscanada.com/wp-content/uploads/2016/05/BECA05_MyTakeHR_052-0531.pdf

Action Items!



For Associates

Complete this section with **at least 3 action** items, including timing:



For Partners and Other Leaders

Complete this section with **at least 3 action** items, including timing:



For the Law Firm at Large

Complete this section with **at least 3 action** items, including timing:

