Diverse Employee
Sponsor Best Pratices Checklist

Check those activities you have previously engaged in as sponsor with a diverse protégé—and use the list to broaden your sponsorship support.

_____ 1. Create accountability for sponsorship of diverse talent in employee development programs and performance assessments.

_____ 2. Identify high potential diverse talent.

_____ 3. Identify high-visibility opportunities that could benefit from your protégés' perspectives, talents and experiences — and in which they can excel.

_____ 4. Invite your protégé to attend conferences, learning sessions and leadership training programs.

_____ 5. Provide opportunities that involve solving a problem, profit and loss, high risk, visibility and that are of strategic importance to the business.

_____ 6. Describe the context and importance of new opportunities with specific expectations and support.

_____ 7. Invest time, expertise, resources and budget to help give protégés the skills and experiences they need to be successful.

_____ 8. Consider providing executive leadership coaching that includes a 360-feedback assessment.

_____ 9. Encourage conversations with those who have navigated successfully to serve as role models.

_____ 10. Introduce protégés to influential and powerful people in their organization or industry.

_____ 11. Acknowledge mistakes and offer direct, constructive feedback to enhance future success.

_____ 12. Advocate for raises, promotions and recognition for deserving protégés.

_____ 13. Invite protégés to attend meetings with corporate decision-makers.

_____ 14. Attend diverse trade fairs and business opportunity exchanges with your protégé.

_____ 15. Leverage your internal resources and network to expand your protégé's visibility.

_____ 16. Invite your protégé to participate in a company and/or community incubator to generate new ideas.

_____ 17. Present your protégés' capabilities to others.

_____ 18. Identify nonprofit board opportunities in the community to address a skill need of your protégé.

_____ 19. Nominate your protégé for an award or other recognition.

_____ 20. Identify and encourage membership in key professional associations.

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