



Diverse Employee Sponsor Best Practices 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.