

# Level 20 DE&I Leaders Network Roundtable

**The Power of Sponsorship:**  
Creating a Culture Where Sponsorship Can Flourish

March 10, 2022

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Multiple levels of development support are critical to success for all talent

## Peership

Peers are expected to provide **reciprocal support**, information, and knowledge during onboarding & throughout tenure, **enhancing effective navigation**

**Peer-to-peer support enhances learning and apprenticeship**

## Mentorship

Mentors are trusted counsellors who serve as **sounding boards and provide advice and guidance**, publicly and privately

**Will strengthen success within the organization and increase retention**

## Sponsorship

Senior leaders who **actively advocate for advancement**, including **creating opportunities and driving success** through key transitions

**Can provide mobility to senior roles and support high performance within them**

## Peership, Mentorship, and Sponsorship

- Individuals may benefit from **peership, mentorship, and sponsorship** – these relationships are not mutually exclusive.
- **Don't underestimate the value of peership**, which enables key **learning** for peers across the organization and builds meaningful **connections**.
- Mentorship and sponsorship ensure critical **feedback, career problem solving, and long-term orientation** all take place regularly.<sup>1</sup>
- Sponsorship helps employees **identify and overcome challenges** necessary for staying on track and having access to senior roles.<sup>2</sup>
- **Sponsorship increases employee satisfaction**, particularly regarding career advancement and attachment to the organization<sup>3</sup>, by ensuring that a senior leader is engaged to deploy relationship capital and connectivity across the organization.<sup>4</sup>