

# BRIDGING WOMEN TOGETHER: NEXT LEVEL LEADERSHIP



# Sponsorship: Your Interview Guide

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Congratulations on arriving at this stage of your **Women's Leadership Program** experience!

Your final assignment is to interview a senior leader (who we call a Career Coach in this case) within your company to uncover how (s)he has strategically and organically formed and cultivated mentorship and sponsorship relationships that have been of benefit to the career path and fulfillment of this senior leader.

To begin your journey, follow the 5 STEPS below:

STEP  
1

**Review the questions below and select the top 5 questions that you feel would be of most value to you as it relates to accomplishing your career goal(s). (Note: This may be the same goal you recorded during your event program, or it may be a completely different goal.)**

**NOTE:** You also have blank space below to come up with two customized questions on your own under "Other".

STEP  
2

**Be prepared to conduct a 30-minute conversation, a.k.a. interview, to discover all you can about mentorship and sponsorship.**

Fill in the boxes below with a number between 1-5 to indicate the order of your top 5 questions to pose to your Career Coach.

Select among the questions below for your 30-minute interview of your senior leader Career Coach.

Who has been the most influential mentor for you and why?

What makes someone an effective and ineffective mentor or sponsor?

How did you know someone would go to bat for you in your career? In what way?

Do you currently sponsor anyone? Can you talk about how that relationship came about? What do you expect of your sponsee?

Do you have a sponsor currently? What has your sponsor expected of you?

Did you ever think someone was a sponsor or champion for you and it turned out they weren't? What happened and what lesson did you take from that?

How has a mentor or sponsor directly impacted: your career mobility, your network, and/or your political savvy?

HIGHLY  
RECOMMEND  
AS Q5!

My immediate career goal is \_\_\_\_\_. Who would you advise me to interview about their career path as a role model for what I desire to do / achieve?

Other:

Other:

STEP  
3

**After holding the interview, please send a thank you email to the leader you interviewed, listing at least one valuable piece of advice or interesting information from your conversation.**

STEP  
4

**Try to repeat this same process on your own by interviewing other senior leaders or colleagues who have sponsors, to expand your network, gain valuable information, and continue this learning journey.**



# Books and Resources

## How to Win Friends and Influence People

by Dale Carnegie

## Nice Girls Don't Get Rich

by Dr. Lois Frankel

## Nice Girls Don't Get the Corner Office

by Dr. Lois Frankel

## Ask for It

by Linda Babcock

## Brag! The Art of Tooting Your Own Horn without Blowing It!

by Peggy Klaus

## 10 x Is Easier Than 2 x

by Dan Sullivan

## Women Don't Ask: The High Cost of Avoiding Negotiation and Positive Strategies for Change

by Linda Babcock and Sara Laschever

## The Confidence Code

by Katty Kay and Claire Shipman

## Executive Presence

by Sylvia Ann Hewlett

## Forget a Mentor, Find a Sponsor

by Sylvia Ann Hewlett

## The Sponsor Effect

by Sylvia Ann Hewlett

## The Leadership Gap

by Lolly Daskal

## Impact Players

by Liz Wiseman

## Curiosity Assessment

## Crucial Conversations

by Patterson, Grenny, McMillan, Switzler

## Mindset: The New Psychology of Success

by Carol S. Dweck

## The Power of a Positive No

by William Ury

## How Women Decide

by Therese Huston

## Grit: The Power of Passion and Perseverance

by Angela Duckworth

## Never Eat Lunch Alone: and Other Secrets of Success One Relationship at a Time

by Keith Farrazzi

## How to Measure Anything: Finding the Value of Intangibles in Business

by Douglas Hubbard

## Emotional Intelligence 2.0

by Jean Greaves and Travis Bradberry

## Originals

by Adam Grant

## Hidden Potential

by Adam Grant

## The Persuasion Equation

by Mark Rodgers

## Strengths Finder 2.0

by Tom Rath

## Standout 2.0 Assessment



# Sponsorship: Championing Others for Next Level Opportunity



Think about people on your team, people involved in your volunteer activities, or people on your project teams. Who stands out as being a leader or as having leadership potential among these groups above?

List the person's name below and use the checklist to evaluate this person in each situation.

1. My team (direct reports under you or your peers who report to your same manager):

High performer  
Committed to the task and / or organization  
Loyal to me and / or advocates for me  
Desires to learn and / or take on new tasks  
Follows through on assignments  
Takes tasks off my plate

Brings me opportunities, new connections, or expands my world  
Demonstrates integrity and is trustworthy  
Represents diversity in some way that is different from me  
Values align with mine overall

2. My project team (indirect reports under your project supervision or your peers who report to your same project or program manager):

High performer  
Committed to the task and / or organization  
Loyal to me and / or advocates for me  
Desires to learn and / or take on new tasks  
Follows through on assignments  
Takes tasks off my plate

Brings me opportunities, new connections, or expands my world  
Demonstrates integrity and is trustworthy  
Represents diversity in some way that is different from me  
Values align with mine overall

3. My volunteer activity colleague:

High performer  
Committed to the task and / or organization  
Loyal to me and / or advocates for me  
Desires to learn and / or take on new tasks  
Follows through on assignments  
Takes tasks off my plate

Brings me opportunities, new connections, or expands my world  
Demonstrates integrity and is trustworthy  
Represents diversity in some way that is different from me  
Values align with mine overall

How have you advocated for the advancement of each person listed?

  
  

WHY have you advocated for each of these people and what's in it for you?

  
  

What's the legacy you wish to leave with each of these relationships?



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Carpe  
Diem



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