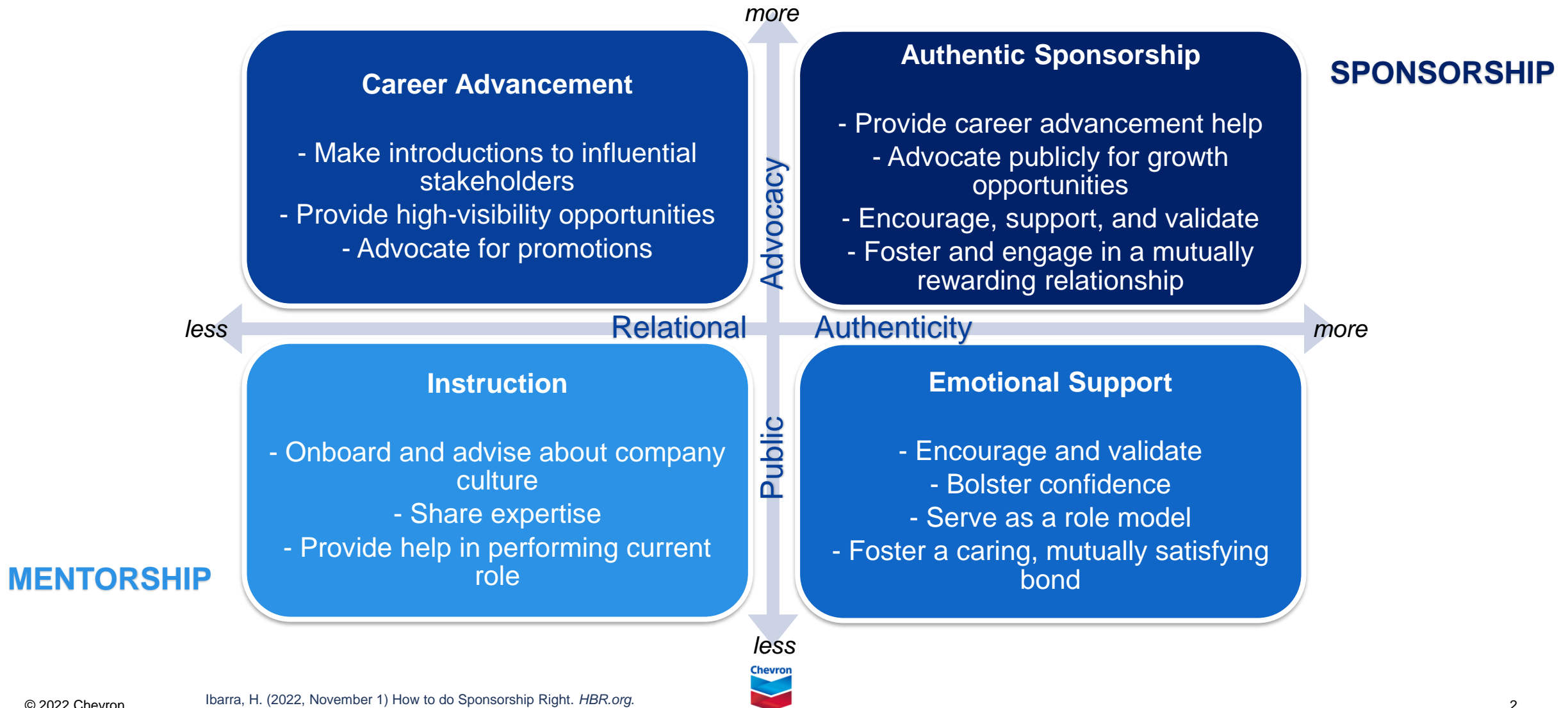


Types of Help in Developmental Relationships

Advocates lend assistance and support to sponsored talent in various ways, characterized primarily by their levels of public advocacy and relational authenticity.



Sponsorship Program Overview

A structured program to foster advocacy relationships between leaders and employees with the aspiration of developing a leadership pipeline that reflects the overall diversity of our workforce.



what is sponsorship?

Active support of an employee by a senior leader who advocates for that employee's career advancement through heightened experiences, exposure, and education.



who is involved?

Sponsoree: Data-driven approach identifies employees with strong, sustained work performance that **may have experienced potential headwinds**.

Sponsors: Have direct influence at the **PDC level**.



how does the program work?

Annual program that matches participants based on career aspirations and common interests.

Onboarding training provided to define expectations, cultivate behaviors, and foster productive connections.



why a formal program?

Formal sponsorship programs improve career advancement and job satisfaction for all participants. Actively practicing empathetic listening and inclusion extends benefits throughout the organization.

