

Gender Equity Project Sponsorship Program

Fall 2003 Workshop #2

Sponsoring and being sponsored

September 24, 2003

Agenda

1:00 – 1:15 pm

Program administration

1. Missing GEP workshops, allowing others to attend GEP workshops
2. Distribution of readings and activities for October 1st workshop

1:15 – 2:45 pm

Sponsoring and being sponsored

1:15 – 1:45

Discussion of the Abbott Mentoring Pamphlets

1. Did you find any of the suggestions offered by Abbott to be particularly relevant to your mentoring relationships? Which ones?
2. Why did you think these suggestions were especially helpful?
3. Do you think you could incorporate any of Abbott's suggestions into your current mentoring relationships?

1:45 – 2:00

Activity 1: Break into groups of 3-4, no more than 1 new associate per group

Think about some of the ways in which your sponsor is not or has not been as helpful as you would like (e.g., he or she doesn't read enough of your work). If you like, write them out and then ask yourself the following questions:

1. Have I spoken to my sponsor about these concerns?
2. Do I ask for help when there is something particular I need my sponsor to help me with?
3. Do I feel comfortable asking my sponsor for help?
4. Year 2 associates: What advice would I give a new associate about working with her sponsor?

Choose one of the areas in which you would like more help from your sponsor. Working in your group, role-play different ways you might approach your sponsor to ask for this assistance.

2:00 – 2:45

Report back to the main group: Lessons learned from Activity 1

We skipped Activity 2 in order to devote more time to the discussion following Activity 1

Introduction to Activity 2 GEP Co-Directors

Activity 2: Break into groups of 3-4, no more than 1 new associate per group

Discuss which of the support roles listed on the *Becoming your own best mentor* handout are most appropriate for your sponsor to fulfill. In making your assessments consider your sponsor's official responsibilities, the nature of your relationship, and what you can and cannot reasonably expect from him or her.

Report back to the main group: Lessons learned from Activity 2

2:45 – 2:50

Workshop Evaluation: Complete part I before leaving