



EPISODE 7

Stop Collecting Mentors

Mentors give you advice. **Sponsors say your name in rooms you're not in** — and research shows that difference is worth nearly five times the promotion lift of mentoring. This episode unpacks the sponsorship effect and three moves to become sponsorable.

KEY STRATEGIES & IDEAS

Advice is cheap to give and easy to collect. Advocacy is scarce — and it's what moves careers.

1. Mentors Talk to You. Sponsors Talk About You

A mentor offers guidance. A sponsor spends their own political capital advocating for you — putting your name forward for roles, assignments, and promotions. One builds your readiness; the other converts it into opportunity.

2. The Numbers Behind Sponsorship

People with sponsors are promoted at rates 9+ percentage points higher than everyone else (~5x the lift of mentoring), earn up to 11.6% more — and senior managers who sponsor someone are 53% more likely to be promoted themselves.

3. Sponsorship Is Earned, Never Requested

Nobody sponsors a resume. They sponsor a track record they've personally witnessed. Become sponsorable: do excellent work **in front of** powerful people, make your ambitions legible, and sponsor someone else first.

ACTION & REFLECTION STEPS



Audit your advisory circle. Write down everyone who gives you career advice, and mark which ones have ever advocated for you in a room you weren't in.

My advisory circle (mark advocates with a star):



Pick one room that matters — a meeting, project, or forum where senior leaders watch people work — and get yourself into it in the next thirty days.

SKIP LEVEL

STRATEGIC LEADERSHIP FOR LEADERS
READY TO THINK TWO LEVELS UP



JOE DUTKIEWICZ

SKIP LEVEL

strategic leadership for leaders ready to think two levels up

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Name your ambition out loud to one senior leader this week. Specific and forward-looking, with an ask for their read.

What I'll say:



Sponsor someone. Find one person junior to you whose work you respect, and say their name in a room they're not in this week.

Think two levels up. — Maya & Marcus

Joe Dutkiewicz

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