

***Session Title: Women's Leadership Development Course***

***Presentation Title: Sponsorship versus Mentorship: Tools for Advancing Your Career and Helping Others Around You***

***Wednesday, June 6, 2018***

***1:00 PM – 2:00 PM***

**Background**

Historically and currently, women physicians and scientists are under-represented in the highest leadership positions in academic medicine and science despite increasing numbers of women entering these professions. In fact, this year 52% of the incoming medical school class in the US are women, which represents the culmination of a steady progression in the numbers of women in medical schools over at least the past decade. Numerous career and leadership development programs and mentoring programs focused on developing women leaders have not had a significant impact at the top of our institutions in general or in healthcare specifically. Currently 17% of medical school deans are women; 15% of cancer directors are women; and only 8% of the CEO's of the top 100 healthcare systems are women. Clearly what we are doing is not working. These low numbers are inconsistent with established data showing that diverse teams provide more innovative and novel solutions to complex problems, including those in healthcare, than the best homogeneous teams. An alternative approach to solving this leadership gender gap is sponsorship, which differs from mentorship in a number of key areas, most importantly that sponsors are individuals in a position and have the power to advocate for talent in the organization.

**Objective**

This session will focus on what sponsorship is and how it differs from mentorship, why you need it and how to find it. It will also focus on the role of sponsors across the entire career path, and will help you identify key stepping stones where sponsors can help you achieve your professional goals.

**Presentation Focus**

- Define the landscape of women leaders in healthcare
- Understand the concept of sponsorship
- Understanding the difference between mentorship and sponsorship
- Know the responsibilities and benefits of protégés and a sponsor
- How to attract or find a sponsor

**Learning Outcomes**

Attendees will learn about the benefits of sponsorship and provided with a personal road map for both sponsors and protégés.