

## *Sponsorship*

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## *Ted Levine's Legacy*

- *Bill McLucas* – former SEC Director of Enforcement and current Wilmer Hale Securities Department Chair
- *Chuck Davidow* – Co-chair of Paul Weiss' Securities Litigation and Enforcement group
- *Harry Weiss* – Wilmer Hale's Securities and Litigation Enforcement Group chair; previously Associate Director of SEC's Enforcement Division
- *Sheldon Goldfarb* – General Counsel of RBS Americas



## Sponsorship Matters

- Acceleration of advancement
  - With a sponsor, both men and women are significantly **more likely to ask for plum assignments and request raises**
  - Sponsored men and women are significantly **more satisfied** with their rates of career progression (men by 23%, women by 19%)
- Staying in the game
  - 85% of full-time working mothers with sponsors continue to work, compared to only 58% without sponsors

Source: *(Forget a Mentor) Find a Sponsor* by Sylvia Ann Hewlett



## Mentor vs. Sponsor

### Mentor

- Experienced person willing to help and support you
- Builds your confidence and is a sounding board
- Offers empathy
- Expects very little in return

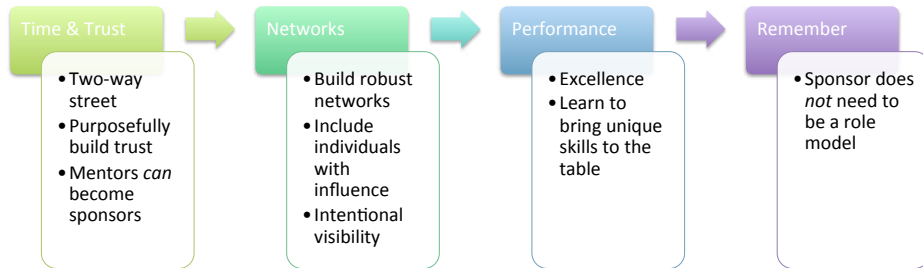
### Sponsor

- Senior person who believes in your potential and is willing to link reputations
- Advocates for and creates opportunities for you
- Encourages you to take risks, but provides cover
- Expects a great deal from you (stellar performance and loyalty)

*“Mentors advise, sponsors act”*



## Strategies for Associates



## Strategies for Sponsors

