



PROTEGE TRAINING SESSION #2

ADVOCACY IN ACTION:
GETTING WHAT YOU NEED
TO ADVANCE AT WINTRUST

March 5th, 2026

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TODAY'S FOCUS

We have 75 days left to make this partnership work for YOU



01

Ensuring you're actively working on advocacy activities with your advocate

02

Maximizing the next 75 days to make this partnership work for YOU

03

Overcoming challenges in active partnership

“
MENTORS GIVE
PERSPECTIVE
ADVOCATES GIVE
OPPORTUNITIES.
”



LET'S DISCUSS

What type of advocacy do you need MOST right now at Wintrust?

- A. Exposure to senior leadership
- B. Introduction to key contacts/departments
- C. Visibility on high-profile projects
- D. Skill development opportunities
- E. Help navigating organizational politics
- F. Air cover to take risks



LET'S DISCUSS

What's the biggest thing holding you back from asking your advocate for what you need?

- A. I don't want to seem pushy or demanding
- B. I'm not sure exactly what to ask for
- C. I don't know if they can actually help
- D. I'm worried about timing or their availability

WHERE WE ARE IN THE PROGRAM





UNDERSTANDING THE ACTIVE PARTNERSHIP PHASE

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YOUR ROLE IN DRIVING DEVELOPMENT

This is not a passive phase. YOU are responsible for:

- **Taking ownership** - This is YOUR career, not your advocate's project
- **Being specific** - Vague requests get vague results
- **Communicating regularly** - Don't disappear or only reach out when you need something
- **Acting on opportunities** - When your advocate creates an opening, walk through it
- **Reporting back** - Let them know what happened after they helped you





TURNING SUPPORT INTO CAREER MOMENTUM



- **Say YES to stretch opportunities** - Even when you're nervous
- **Follow through on introductions** - When your advocate connects you, take the meeting
- **Build relationships beyond your advocate** - They open doors; you build the relationships
- **Track your progress and share it** - Keep a running list of advocacy wins
- **Connect the dots** - "Because you introduced me to [X], I was able to [Y]"
- **Ask for feedback, not just opportunities** - "How am I showing up? What should I work on?"
- **Make specific requests** - "Would you be willing to introduce me to [name] in [department]?"

CONCRETE EXAMPLES OF ADVOCACY IN ACTION

Exposure & Visibility:

- Bring you to meetings - You shadow and learn through observation
- Provide exposure to senior leadership - Get you in front of decision-makers
- Put your name out there - Mention you in conversations where opportunities arise

Opportunities & Development:

- Give you opportunities on their team - Reconfigure assignments based on where you need to develop or have interest
- Tell you about opportunities - Share what's happening across the organization that you wouldn't know about from your vantage point
- Share external connections and learning resources - Expand your perspective beyond Wintrust

Networking & Connections:

- Expand your network - Help you learn who you should know and how your work overlaps with others
- Make strategic introductions - Identify who would benefit from knowing you and connect you
- Help you understand the business - Explain how different parts of Wintrust operate

Strategic Support:

- Make you aware of priorities and challenges - Give you insight into other areas and functions
- Provide air cover - Support you when you take calculated career risks
- Meet in person strategically - Identify key opportunities for face-to-face connection

WHAT ARE 3 SPECIFIC ADVOCACY-FOCUSED OPPORTUNITIES I NEED IN THE NEXT 75 DAYS

Write down your answers to these prompts:

1. What are 3 specific advocacy-focused opportunities I need in March, April, and May?

Think about:

- A key contact or department you want to be introduced to
- A meeting or event where you could gain visibility
- A project, presentation, or committee where you could showcase your skills
- A speaking engagement or cross-functional initiative
- A skill you want to develop
- A learning opportunity or resource your advocate could help you access
- A potential shadowing or observation experience

2. For each opportunity:

- Have I talked to my advocate about this? (YES/NO)
- If YES: What was the outcome? What's my next step?
- If NO: Why not? What's holding me back from bringing it up?

3. What's ONE concrete action I can take THIS WEEK to move one of these forward?





OVERCOMING CHALLENGES IN ACTIVE PARTNERSHIP

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OVERCOMING POTENTIAL CHALLENGES

71% U.S. CEOs experience imposter syndrome

65% Senior Executives Experience Imposter Syndrome

**Korn Ferry 2024 survey of 400 executives*

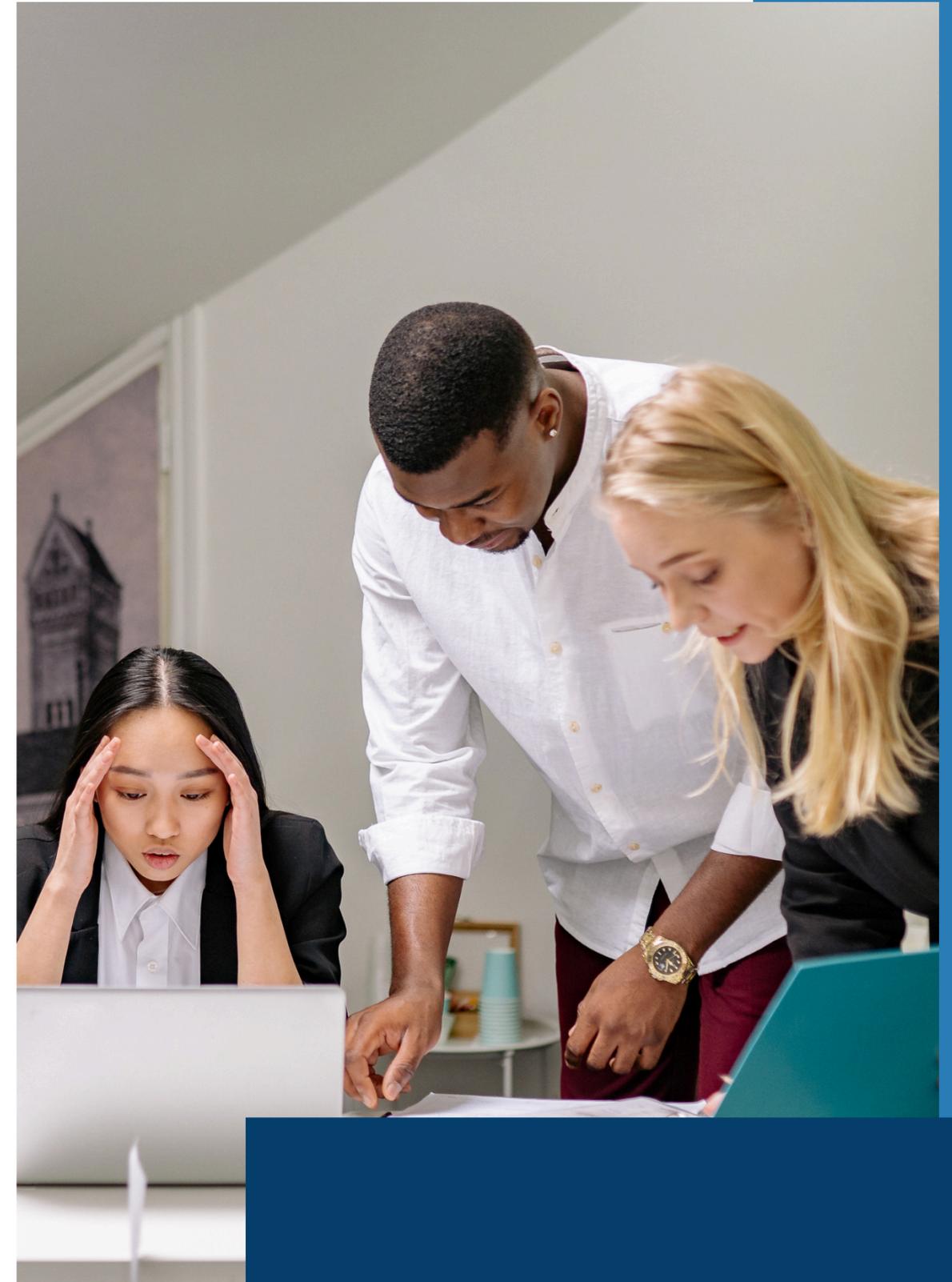
Imposter Syndrome/Lack of Confidence

The Challenge:

- "I don't deserve this opportunity"
- "I'm not ready yet"
- "Who am I to ask for this?"

Strategies:

- Recognize and address self-doubt - Name it when it shows up: "That's imposter syndrome talking"
- Strategies for building self-assurance - Collect evidence of your competence, ask for feedback, remember past wins
- Reframing negative self-talk - "I'm not ready" → "I'm ready enough to learn through doing"





Limiting Beliefs

The Challenge:

- "I shouldn't ask for too much"
- "They're too busy to help me"
- "It's not the right time"

Strategies:

- Identify personal barriers - What story are you telling yourself that's not true?
- Challenge assumptions about your capabilities - Where's the evidence that you can't do this?
- Develop a growth mindset - Growth happens THROUGH opportunity, not before it

Reframes:

- "I shouldn't ask for too much" → "My advocate WANTS to help. That's why they're here."
- "They're too busy" → "They committed to this program. Let them manage their time."
- "I'm not ready" → "I'll never feel 100% ready. I learn by doing."



Time

- "I'm too busy with my day job"
- "I don't have time for career development right now"
- "I'll focus on this when things calm down"

Strategies:

- Prioritize advocacy activities - This IS your work, not extra work
- Communicate challenges transparently - "I'm juggling a lot right now. Can we focus on just one thing this month?"
- Create structured approaches to development - Schedule advocacy conversations like client meetings

Remember: Things will NEVER calm down. You make time for what matters.



HOW TO HAVE DIFFICULT CONVERSATIONS WITH YOUR ADVOCATE

If you haven't been proactive:

- "I know I've been quiet lately. I want to make the most of our remaining time. Here's what I need..."

If you're not getting what you need:

- "I appreciate everything you've done. I want to be clear about what would be most helpful right now..."

If you're nervous about asking:

- "I'm going to be direct because our time is limited. Would you be willing to..."

If you need accountability:

- "Can we set a specific date to check in on this? I want to make sure we both follow through."

Making specific requests:

- "Would you be willing to introduce me to [name] in [department]?"
- "I'd love to shadow you in [meeting/situation]. Is that possible?"
- "Could you help me get visibility by [specific action]?"
- "Would you advocate for me to be considered for [opportunity]?"

DEFINING SUCCESS IN MY SPONSORSHIP JOURNEY



MY PERSONAL SUCCESS

- Feel empowered and challenged
- Clarity in career advancement
- Increased professional confidence
- Expanded professional network



PROFESSIONAL GROWTH

- Pursue meaningful opportunities
- Develop critical skills
- Gain organizational visibility
- Receive constructive guidance



IN MY ADVOCATE RELATIONSHIP

- Open & transparent communication
- Mutual respect and trust
- Proactive engagement
- Collaborative goal achievement

REMINDERS



- Prioritize your commitment to the advocacy program and actively engage
- If you are having challenges connecting with your advocate, proactively reach out and communicate
- Recognize the power dynamic in the relationship and be transparent about your goals and needs
- Remember that your advocate is more than just a listener - they are a strategic partner in your development
- Come prepared to meetings with clear objectives and actionable insights
- Take ownership of your professional growth and development
- Be open to feedback and opportunities, even if they push you out of your comfort zone
- Demonstrate your value and potential through proactive communication and performance
- Be specific about the support and opportunities you're seeking

We have 75 days left. Make them count.





THANK YOU FOR YOUR TIME



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