



WINTRUST

Protégé-to-Protégé
Best Practice Session

JANUARY 15, 2026



WE ARE HERE



INITIATION

- Build **TRUST** & support
- Relationship building
- Information exchange - assessments and aspirations
- Establish relationship guidelines & expectations

SEPT - OCT



CULTIVATION

- **INVEST** in the partnership
- Identify needs and opportunities
- Provide feedback
- Share insights
- Goal setting
- Strategic planning

NOV -DEC



ACTIVE PARTNERSHIP

- **DELIVER** on the strategy
- Advocate
- Expose
- Air cover
- Networking
- Evaluate progress & adjust as needed
- Projects

JAN - APRIL



EVOLVE & ADVANCE

- **AMPLIFY** your message
- Wrapping up
- Results

MAY

BEST PRACTICES TO MAXIMIZE YOUR PARTNERSHIP



1. SHIFT THE MINDSET

Your Advocate Is Not Your Mentor

- Mentors advise; advocates use their influence on your behalf.
- Your role is to be clear, prepared, and intentional so they can advocate effectively.
- Think less "teach me" and more "help me be seen, positioned, and trusted."

2. USE YOUR TIME INTENTIONALLY:

What Advocacy Sessions Are — and Are Not

What They Are:

- A space to align on goals, visibility, and opportunity
- A place to pressure-test decisions and positioning
- A forum for naming where influence or access is needed

What They Are Not:

- Therapy or emotional processing
- General career coaching and advice
- Unstructured updates without purpose

3. ADVOCACY IS RECIPROCAL

Support the Relationship

- Pay attention to where your skills, insight, or network can support your Advocate.
- Be reliable, responsive, and respectful of their time and reputation.
- Look for opportunities to **add value, not just receive it.**

Advocacy grows when trust flows both ways.

4. NAME THE STUCK MOMENTS EARLY

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- Advocates can't support what they don't know.
- Naming challenges creates room for recalibration, not judgment.
- Silence slows growth; **communication creates momentum.**

Asking for course correction is a sign of maturity, not weakness.

WHAT'S NEXT?

JANUARY

- 01/15 Protégé to Protégé Best Practices – Protégé
- 01/29 Coaching Session #2 – Protégé
- 01/23 (10am CT) Office Hours #2 – Advocate
- 01/23 (11am CT) Office Hours #2 – Protégé

FEBRUARY

- 02/11 Leadership Lab #3 – Vision to Impact – Protégé
- 02/04 Collaborative Conversations #2 – Advocate/Protégé
- 02/27 (10am CT) Office Hours #3 – Advocate
- 02/27 (11am CT) Office Hours #3 – Protégé

MARCH

- 03/11 Learning Session #2 – Advocate
- 03/05 Learning Session #2 – Protégé
- 03/19 Coaching Session #3 – Protégé

APRIL

- 04/03 (10am CT) Office Hours #4 – Advocate
- 04/03 (11am CT) Office Hours #4 – Protégé

MAY

- 05/07 Leadership Lab #4 – The Innovation Advantage – Protégé
- 05/20 Final Impact Report & Closing Session – Advocate/Protégé

JULY

- 07/22 60 Day Post Program Check-in – Advocate/Protégé