



Paired2Win: Collective • Advocate Key Take Aways

10.30.25 - Advocate Best Practice Session

Key takeaways shared and tips for building a successful partnership

Purpose of this Phase (Weeks 1–8): Initiation

- Build trust and rapport; learn aspirations, strengths, and challenges.
- It's okay if it feels like mentorship now—just don't get stuck there.
- Aim to transition into Cultivation: set goals, map opportunities, and plan advocacy actions.

Meeting Cadence & Rhythm

- Set a recurring meeting (biweekly or monthly) and never end without scheduling the next touchpoint.
- Mix formats: 1x/month in person + 1x/month virtual when possible.
- Try offsite breakfasts for openness and focus.

Creative Touchpoints

- Offsite breakfasts; quarterly walk-and-talks.
- ERG and community events tied to cultural moments.
- Shadow-and-debrief half-day to unpack decisions and dynamics.
- Learning sparks: share a short talk/article in advance; discuss implications.

Relationship Builders (Fast Wins)

- Exchange career stories and pivotal lessons.
- Visit each other's space: tour their unit; bring them into yours.
- Co-attend a holiday/social or industry/community event; make warm introductions.
- Swap 1–2 favorite resources (article, podcast, app).

Visibility & Access (Start Light, Then Expand)

- Introduce them to two leaders per quarter beyond their vertical.
- Invite them to observe a leadership meeting; debrief right after.
- Offer a co-present moment (internal update, lunch-and-learn, webinar).
- Nominate them for a committee, project, or speaking slot.

Partnering with the Manager (Next 30 Days)

- Goal: alignment and support—not surveillance.
- Topics: strengths, growth areas, in-program goals, and busy periods.
- Confidentiality: tell your protégé when you connect; don't share sensitive items without consent.

Scheduling Etiquette

- If you must cancel, reschedule in the same message—don't leave them hanging.
- Book early around the holidays to protect momentum.

Moving to the Cultivation phase

- Schedule a dedicated 60-90-minute session with your protégé to dive deep into their career vision and development plan (please look out for a video & toolkit #2).
- Your Role: This session is about discovering your protégés' career vision and identifying specific ways you can help them achieve it.

Moving to the Cultivation phase

- Distribution of Advocate Toolkit #2: Nov 5
- Collaborative Conversation (All): Nov 5
- Advocate Office Hours: Nov 14 (time??)

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