



# Unlocking Your Full Potential: Leveraging the Use of Mentors, Coaches and Executive Sponsors

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# Objectives

1

Understand the distinctions between **mentor, coach & sponsor role**

2

Be able to identify the **time and situations** when each role can provide the most value in your professional career

3

Through case studies, **understand the process and potential outcomes** for engaging and utilizing a mentor, coach or sponsor

4

Develop a personal **professional growth plan** with goals, actions, and expected outcomes for working with a coach, mentor or sponsor

# Your Professional Growth Plan

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AAPA ELC:  
YOUR PROFESSIONAL GROWTH PLAN

Professional Growth Resources:	Questions to Ask Yourself	Your Answers
Mentor	What do I need a mentor for?	
	Who would be a great mentor for me?	
	What would be my goals in working with a mentor? What would I like to accomplish?	
Coaching	What might I need a coach for?	
	What would I like to accomplish in working with a coach? Or what would be my goals?	
Sponsorship	What initiatives or projects do I need a sponsor for?	
	Who would be a great sponsor for my initiatives listed above?	

Notes:

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# Audience Poll

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Put in Polling  
Format

1. Have you ever worked with a mentor? Yes/No
2. Have you ever worked with an executive coach? Yes/No
3. Have you ever worked with and executive sponsor? Ye/No

# Definitions

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## Mentor

- Guides and advises
- Champions
- Models
- Connects
- Provides resources
- Shares stories



## Executive Sponsor

- Change management sponsor
- Invested career sponsor
- Influence and power in the organization

## Coaching

- Asks questions
- Observes and inquires
- Challenges assumptions
- Builds accountability
- Provides safe space



# Mentorship

## What is Mentoring?



A Development Opportunity ...



... In which people exchange **advice, perspectives, and ideas**  
...



...to accelerate each other's success

# What benefits will you receive?

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## Knowledge

Gain knowledge about the organization's culture and structure.



## Feedback

Receive feedback in key areas such as communications, interpersonal relationships, technical abilities, change management and leadership skills.



## Confidential

Have a friendly ear to share frustrations and successes.



## Goal setting

Joint goal setting on both professional development and performance objectives.



## Focus

Mentee focus will be decided within each pairing and will be guided by the mentee's self assessment and leader assessment.



## Network

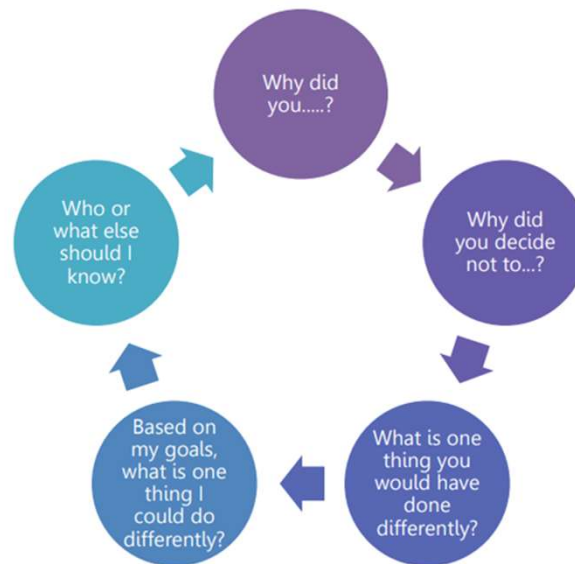
Expand your professional network outside of existing region and department.



## How to be a *great* **Mentee**:

- Take Action
- Ask Questions
- Don't be afraid to disagree
- Be open to feedback
- Be clear on your needs
- Respect your mentor
- Be committed

### Effective **Mentee** Questions



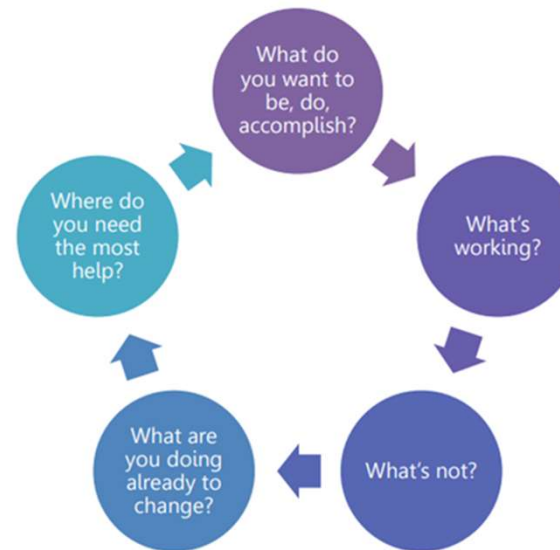
Are You Mentorable?

# Traits of a great Mentor

## Qualities of Great Mentors

1. Relevant advice, perspective, and ideas
2. Desire to contribute and make a difference for someone else
3. Enthusiasm for another's success in accomplishing a goal
4. Confidence to have a tough conversations and create accountability
5. Encouraging, Trustworthy and Motivating
6. Committed to clear communications
7. Values confidentiality
8. Respected and respecting of others

## Effective Mentor Questions



# Audience Poll

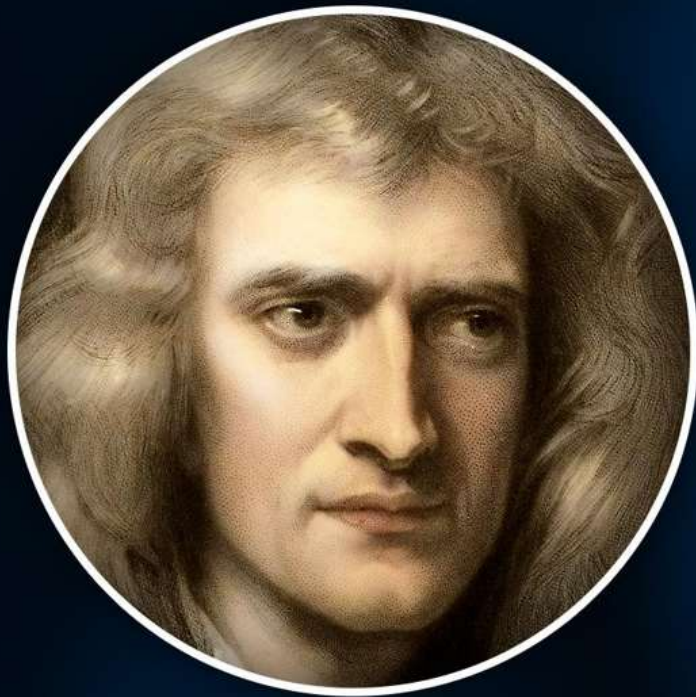
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- Which areas of leadership would benefit from mentorship?
- 1. Organizational Politics
- 2. Finance
- 3. Operations
- 4. Human Resources
- 5. Other

# Professional Growth Plan: Mentorship

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<b>Questions to Ask Yourself:</b>	<b>Your Answers</b>
<b>What do I need a mentor for?</b>	
<b>Who would be a great mentor for me?</b>	
<b>What would be my goals in working with a mentor? What would I like to accomplish?</b>	



**If I have seen  
further, it is  
by standing on  
the shoulders of  
giants.**

~ Isaac Newton



# Coaching

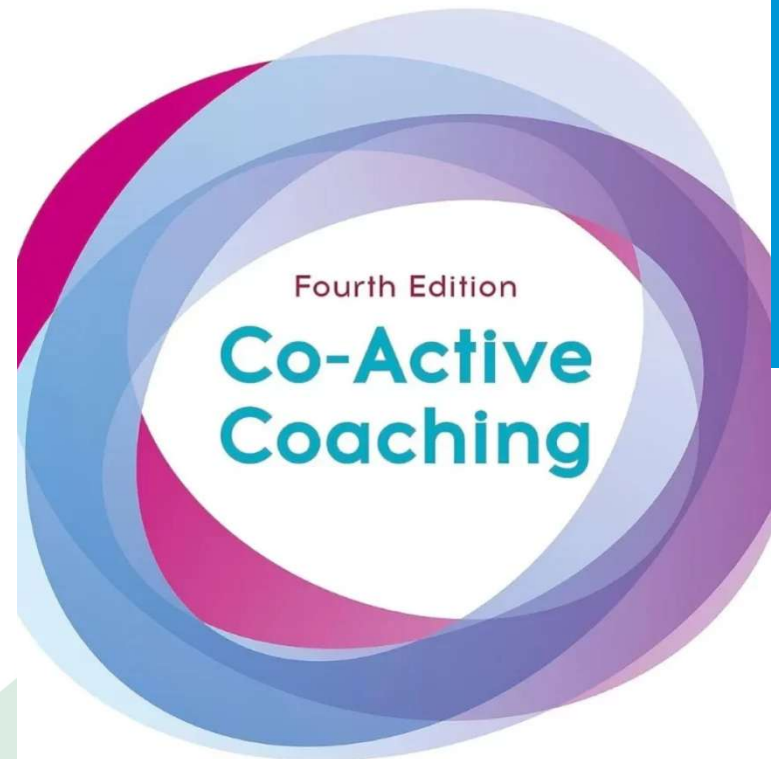
## Definition of Coaching

*“Professional Coaching is an ongoing relationship that helps people produce **extraordinary results** in their personal lives, careers, businesses or organizations. Through the process of coaching clients deepen their learning, improve their performance and enhance their quality of life.”*

- International Coaching Federation

“Co-Active Coaching remains the bible of coaching guides.”

–Stephen R. Covey, Author of *The 7 Habits of Highly Effective People*



Henry Kimsey-House, Karen Kimsey-House,  
Phillip Sandhal, Laura Whitworth

# Purpose of Coaching

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Unlock potential to maximize performance



Improve and develop new skills and eliminate self-defeating practices



Transition successfully into a new role



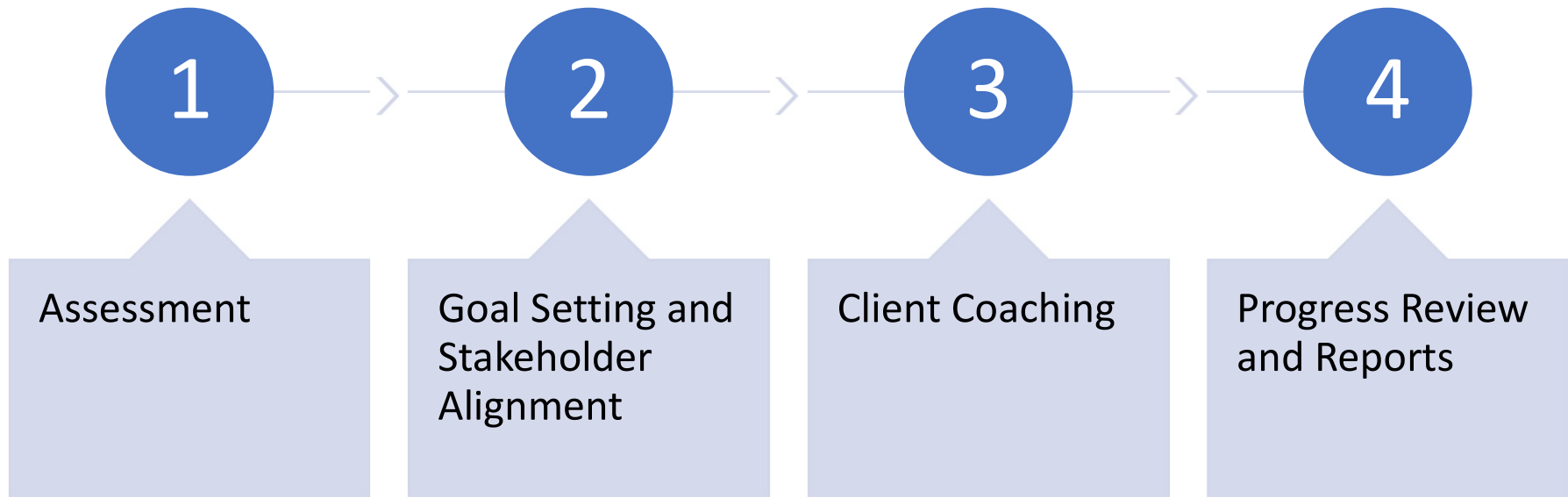
Identify and transition successfully into next role



Provide a safe place for honest talk and personal reflection



# The Coaching Process



# Various Assessments



DISC

EQI

StrengthFinders

Hogan

**360 Interviews  
and Report**

Others

# Questions for a Potential Coach

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How do you handle confidentiality?

What is your experience and/or credentials?

What is your experience with leaders like me? Can you provide references?

How do you define and measure success in a coaching engagement?

What is your typical coaching process and cost? How long does it take?

What kind of issues can I bring to the table?

How do you work with key stakeholders?

# Audience Poll

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What would need an executive coach for? (Pick 2)

1. Unlock potential in current role
2. Improve and develop new skills and stop self-defeating practices
3. Identify and transition to your next role
4. Provide a safe place for honest talk and personal reflection
5. Other

# Professional Growth Plan: Coaching

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<b>Questions to Ask Yourself</b>	<b>Your Answers</b>
<b>What might I need a coach for?</b>	
<b>What would I like to accomplish in working with a coach? Or what would be my goals?</b>	



Coaching done well may be the most effective intervention designed for human performance.

— Atul Gawande —

AZ QUOTES



# Executive Sponsorship

# Role of the Executive Sponsor

## AIM Change Management

Authorize, legitimize and demonstrate ownership for the change: possess sufficient organizational power and/or influence to either **initiate resource commitment** or **reinforce the change** at the local level.

 *Leverage power and influence to drive change*





## Change Management Executive Sponsors should ...

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- Validate your business case for action
- Participate in goal setting
- Define expected outcomes
- Allocate resources where and when needed
- Monitor progress consistently and provide feedback

## Role of Executive Sponsor for Career Growth

A leader in your organization who will enthusiastically advocate for your career progression.

Even if you have a great relationship with your boss, it's crucial to have at least one sponsor in the workplace.

**WHEN IT COMES  
TO CAREER  
PROGRESSION,  
SPONSORSHIP  
IS EQUALLY  
IMPORTANT TO  
MENTORSHIP.**

# SPONSORS' CURRENCY

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REPUTATION



ENERGY



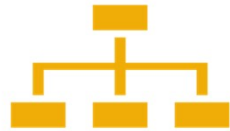
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TIME



## How to Engage an Executive Sponsor



### For Change Management

- Identify which executive can have the greatest impact on your proposed change (and the most to gain or lose)
- Set up meeting to present proposed change
- Highlight what is in it for the organization – support for strategic goals
- Ask for their advice and support in moving forward
  - Involve them each step of the way (recruiting team members, setting targets, providing updates, presenting final proposal, etc. ) as much or little as they want to be involved



### For Personal Career

- Identify executive who expresses interest in you and your career or identify executive whose career path you would like to follow
  - Schedule brief meeting to introduce yourself and interest learning more about their career path
  - Assess their interest in becoming your executive sponsor; if yes, set up regular touch base meetings

# Audience Poll

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What might you need an executive sponsor support in? (Pick 2)

1. APP Leadership Structure
2. APP Models of Care Project
3. APP Compensation Project
4. APP Engagement and Retention project
5. Other

# Professional Growth Plan: Sponsorship

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<b>Questions to Ask Yourself</b>	<b>Your Answers</b>
<b>What initiatives or projects do I need a sponsor for?</b>	
<b>Who would be a great sponsor for my initiatives listed above?</b>	

“The secret to growing your power is to give it away. When you empower other people, you grow your impact and your influence exponentially.”

— Carla Harris  
*Wall Street Vet , Author, Speaker*

*Carla*  
HARRIS



**Slide 31**

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**TA0**

I love this

Trish Anen, 2025-02-05T20:16:58.839





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## Our Contact Information

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**Thank You.**