

## Leveraging Mentors and Sponsors



Dahlia (Dolly) Rigsby, VP Vericast

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## Collaborating To Grow Together



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GIVE CHILDREN HOPE AND HEALING

<https://www.childrenshospitalsafoundation.org/donate/>



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## Poll – Check as Many as Apply to You

- I know the difference between a corporate mentor and a corporate sponsor.
- I have a mentor.
- I have a sponsor.
- I am currently serving as a mentor.
- I am currently serving as a sponsor.



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## Mentors

help build a career vision.

## Sponsors

drive their protégé's career vision.

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**Mentors** can be anyone in a position of experience.

A **mentor** advises the mentee.

**Sponsors** are a senior level executive.


Sponsors advocate for their protégé.

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**Sponsors** give protégés their active network connections and make new connections for them.

Sponsors are personally vested in the upward movement and professional development of their protégé. They champion their protégé's visibility.

Minda Zetlin, in a blog called Geek Gap, says, “Your **sponsor** is the person who will **speak on your behalf** when you are not in the room. He or she will **put your name forward for opportunities** that you have no way of knowing about.” One respondent in the Catalyst study observed, “**A lot of decisions are made when you are not in the room**, so you need someone to advocate for you, bring up the important reasons you should advance. I can’t think of a person who rose without a sponsor.”

Sponsors do more than just provide social, emotional and personal growth development, the purview of most mentors. “**Sponsorship is focused on advancement and predicated on power,**” says Catalyst.

WIIFM to  
find a  
sponsor or  
mentor?

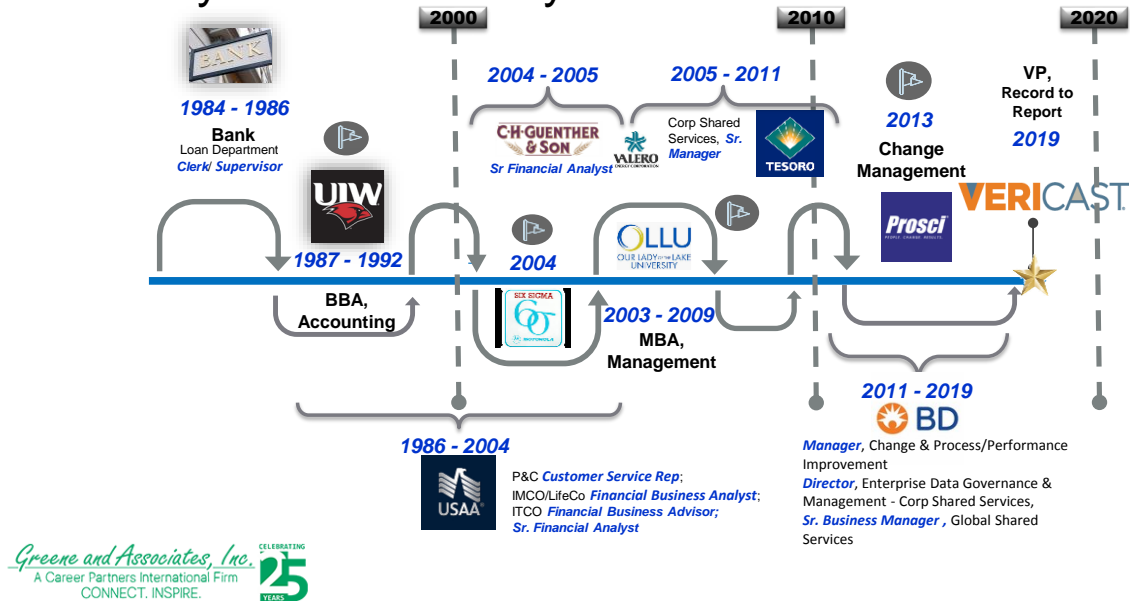
WIIFM to  
serve as a  
sponsor or  
mentor?

## Official Bio: Dahlia (Dolly) Rigsby

- **Position:** *VP, Record to Report*
- **Background:**
  - 35 years of experience in Finance, IT Financial Systems, Continuous Improvement, Project Management, Change Management and over 14 yrs. expertise in Shared Services
  - Diverse leadership roles in various industries including medical technology, manufacturing, refining, banking, insurance, and financial services sectors
- **Education:**
  - MBA, Our Lady of the Lake University
  - BBA – Accounting, The University of Incarnate Word
- **Certifications:**
  - Prosci Change Management
  - Six Sigma Green Belt
- **Fun Fact:** *Tag along with my husband & my daughter to rock concerts*



# My Career Journey



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[www.vericast.com](http://www.vericast.com)

## ABOUT US (MISSION)

Provide opportunities for the women and gender minorities at Vericast to connect with and support each other. Deliver education and resources that enrich and inspire all employees to advance both professionally and personally.

## WHAT WE DO (VISION)

A diverse workplace where people of all genders are equally enabled to contribute their full potential and lead their teams to the next level of excellence.

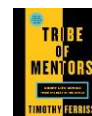
### 2021 Mentorship Program

- 21 Matched Mentors & Mentees
- Signed Mentoring Agreement
- Short-term & Long-term Goals
- Characteristics & Expectations
- *Tools & Tips*
- Program Evaluation Process



Watch the "Mentoring Series":

- The Power of Mentoring [HERE](#)
- The Role of a Mentee [HERE](#)
- The Role of a Mentor [HERE](#)

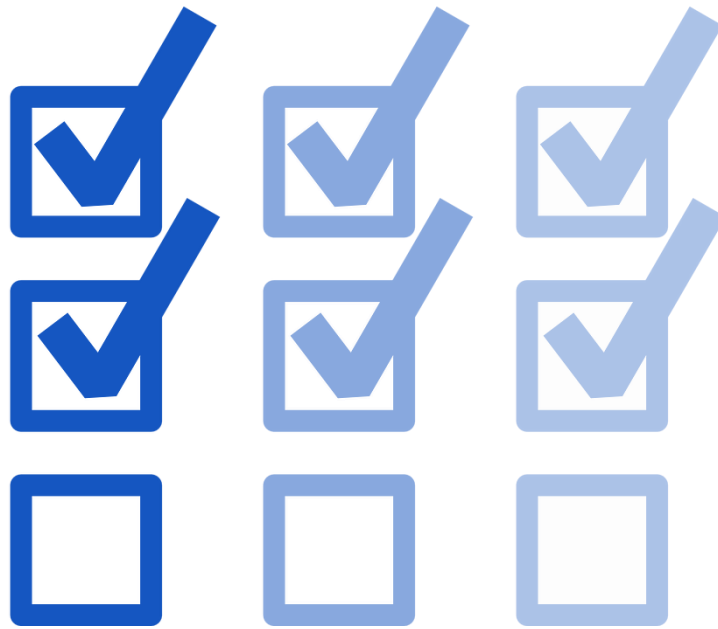


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CELEBRATING 25 YEARS

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# Evaluation



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## Upcoming.....

<p>Team Building July 15, 2021 9:00-10:00 a.m. CDT Featuring Mike Bryant – HEB Executive</p>	<p>Changing Minds – Changing Actions August 17, 2021 9:00-10:00 a.m. CDT Dr. David Johnson</p>	<p>TBD Sept. 21, 2021 9:00-10:00 a.m. CDT</p>	<p>Executive Leadership Forum Sept 2, 2021 9:00-10:30 a.m. CDT C-Suite Partnering with Board Members=Dynamic Success</p>
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## *What is PowerAmp™ Coaching?*

Interested? Contact [Barbara.greene@greeneandassociates.com](mailto:Barbara.greene@greeneandassociates.com)  
210-366-8768

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## Greene and Associates Inc. Services

Executive Coaching

Leadership Development

PowerAmp™ Coaching

Onboarding

Corporate Mentoring

Career Transitioning

Career Management

Customized Training  
Programs

Leader As Coach Certificate Program

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**The Children's Hospital  
of San Antonio** Foundation  
CHRISTUS Health

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## Barbara A. F. Greene

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Barbara A. F. Greene is the Founder and CEO of Greene and Associates, Inc. She provides services globally as an equity partner in Career Partners International. Organizations engage Barbara and her team in providing executive coaching, leadership development, corporate mentoring, and career transition and management services. Barbara earned a master's degree, is an International Coach Federation Master Certified Coach, and a Marshall Goldsmith Stakeholder Centered Certified Coach. She is involved in the community. Being selected to serve on the LSA 300 Steering Committee was a huge honor in the tricentennial year for San Antonio. She has been involved in the Texas Diversity Council, Association for Talent Development, CFO Forum, THRU Project, International Coach Federation, San Antonio Lighthouse for the Blind and Visually Impaired, City Year United Way Master Leadership Program, BioMed SA and San Antonio Council for International Visitors. Barbara has recently been selected to the Rotary Club of San Antonio

