

The background of the entire image is a light blue color. Scattered around the central white text box are numerous stylized, flat-design illustrations of people of various ethnicities, ages, and genders. They are depicted in various dynamic poses, such as dancing, jumping, running, and walking. The clothing is colorful and varied, including t-shirts, sweaters, jeans, overalls, and dresses. The overall mood is energetic and inclusive.

SDSU Leadership Summit Conference Saturday 2022

It Starts with Us!

The background of the slide is white and populated with numerous stylized, flat-design illustrations of people of various ethnicities, ages, and genders. They are depicted in a variety of dynamic poses, such as jumping, running, dancing, and standing with hands on hips. The color palette for the figures is primarily warm, featuring shades of orange, red, brown, and blue. In the center of the slide is a large, light blue, irregularly shaped bubble that contains the main text.

Who are your advocates?

How to Build a Personal
Network to Strengthen Your
Professional Self

Our Team



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For millennia, the Kumeyaay people have been a part of this land. This land has nourished, healed, protected, and embraced them for many generations in a relationship of balance and harmony. As members of the San Diego State community, we acknowledge this legacy. We promote this balance and harmony. We find inspiration from this land; the land of the Kumeyaay.

Eyay e'Hunn. My heart is good.



Takeaways for You

1. Define what an advocate is
2. Identify your own advocates
3. Model advocacy for others



Let's Get Started



1

What are
advocates?

2

What does
having an
advocate
look like?

3

How can
you be an
advocate
for
others?





01

What are advocates?

Why are they important in
a leadership journey?

What are advocates?



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What are advocates?

ad·vo·cate



noun

plural noun: advocates

/'advəkət/

a person who publicly supports or recommends a particular cause or policy.

"he was an untiring advocate of economic reform"



People who support you and engage with you to build your network and skills. A support system that pushes you to be the best version of yourself and is looking out for your best interests.

Why are advocates important in a leadership journey?



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Mentor vs. Sponsor vs. Advocate



In classic forms of mentoring, a more experienced leader acts as a role model and close advisor to a junior protégé, imparting their knowledge and professional expertise. Done well, mentoring is dynamic, personal—and effective.

Offers back-room support, not front-and-center championing.



A sponsor is someone who, at a minimum:

- Advocates for my next promotion

In addition, a sponsor comes through on at least two of the following fronts:

- Expands my perception of what I can do
- Makes connections to senior leaders
- Promotes my visibility
- Connects me to career opportunities
- Advises me on my appearance
- Makes connections outside my company
- Gives career advice



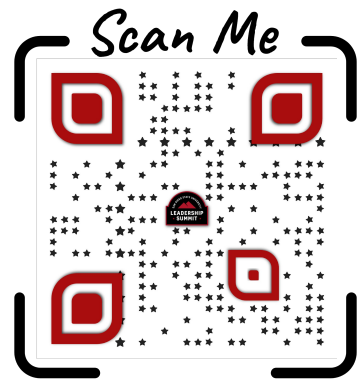
One hallmark of advocacy is its inherently public nature. Advocates stick their neck out. While a lot of mentoring can be done behind the scenes, sponsors put their name next to your performance and make their support highly visible.

The image features a central light blue speech bubble containing text, surrounded by numerous stylized, colorful illustrations of diverse people in various poses and outfits. The people are depicted in a flat, modern art style with bold outlines and a limited color palette. They are scattered around the central bubble, some appearing to be in motion or dancing, creating a vibrant and inclusive atmosphere.

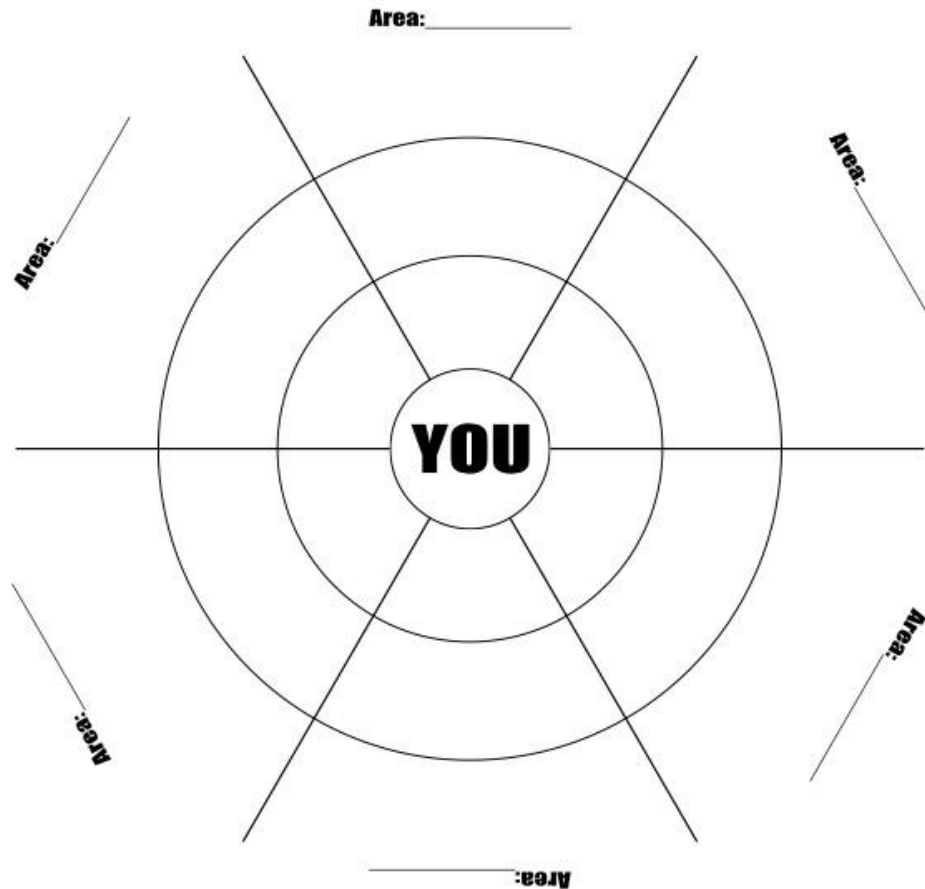
'A mentor can help you do a better job in your role or get you over a sticky situation. An advocate is really about your future.'

-Marilyn Nagel (2011)

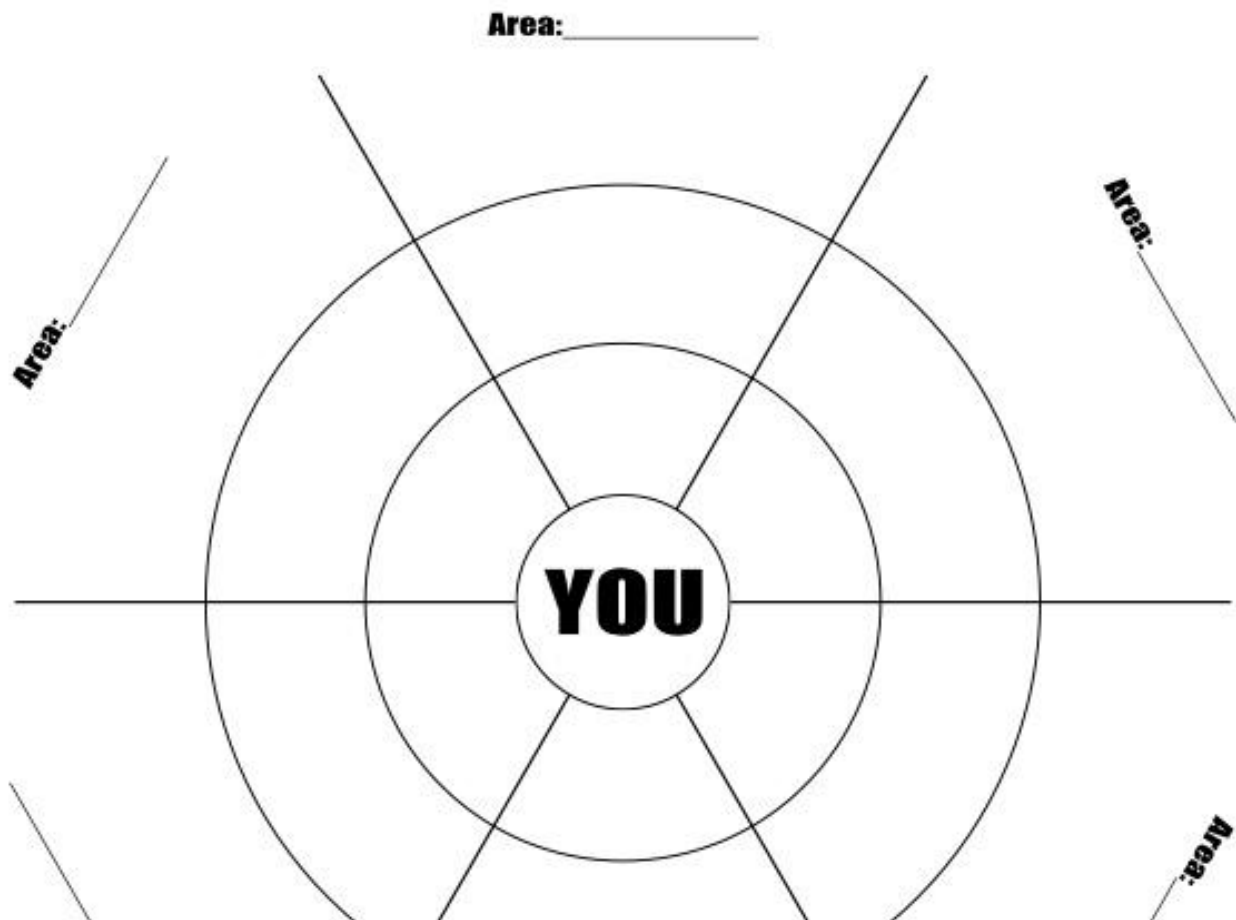
Activity!



Who is in your network?

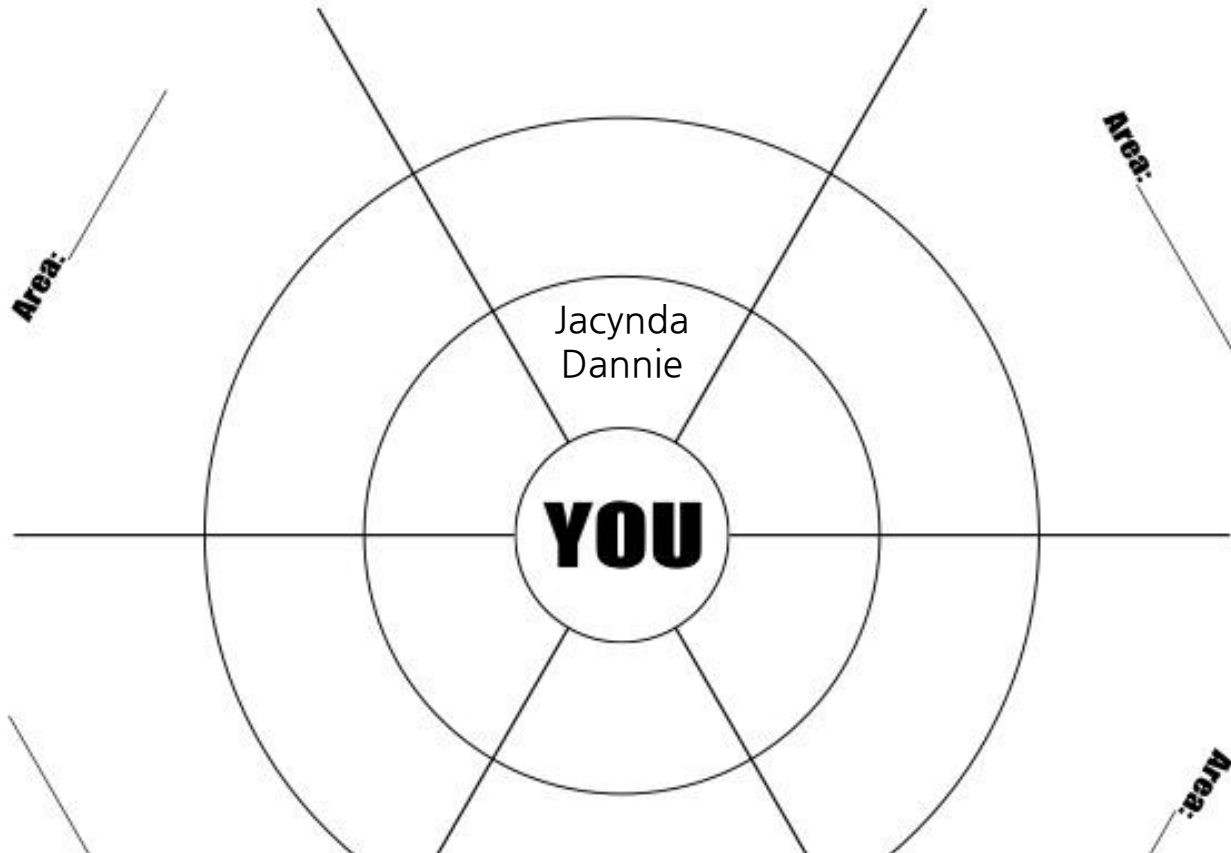


Who is in your network?



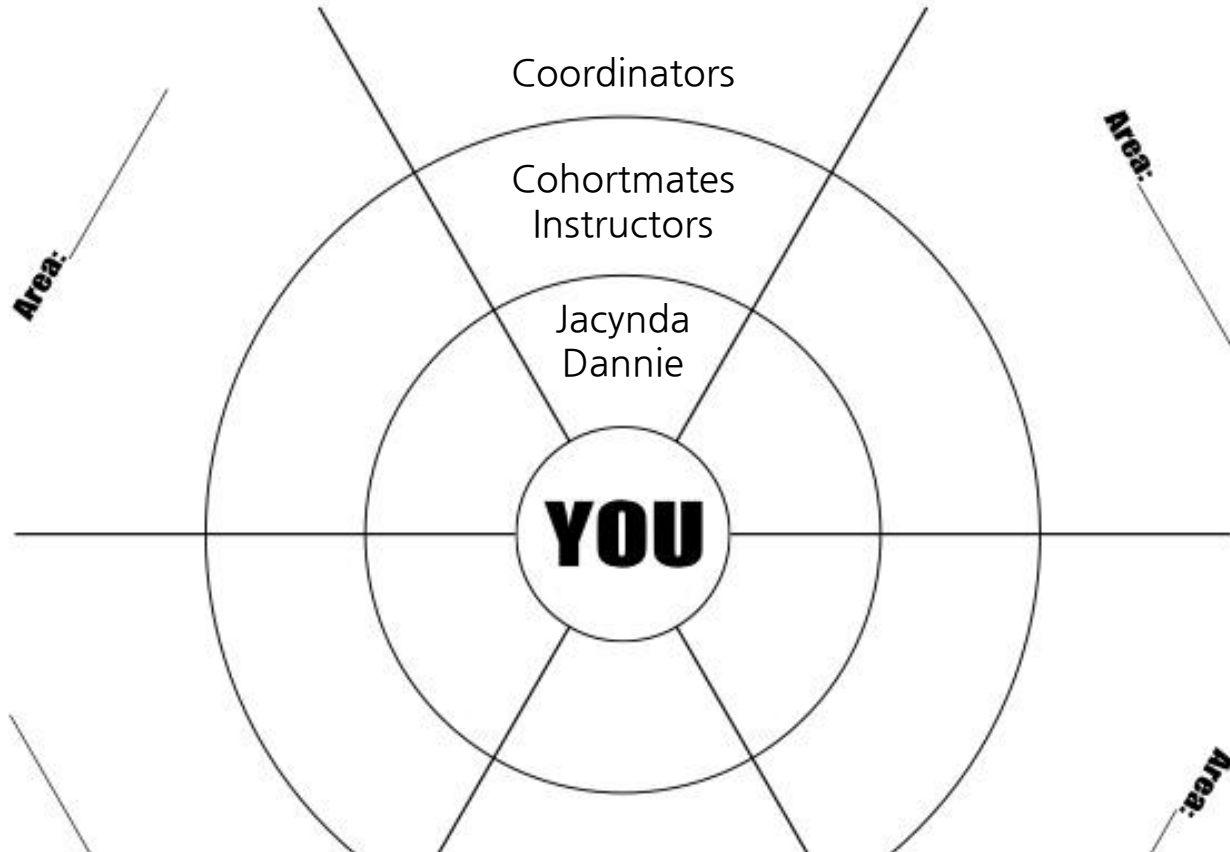
Who is in your network?

Area: Grad School



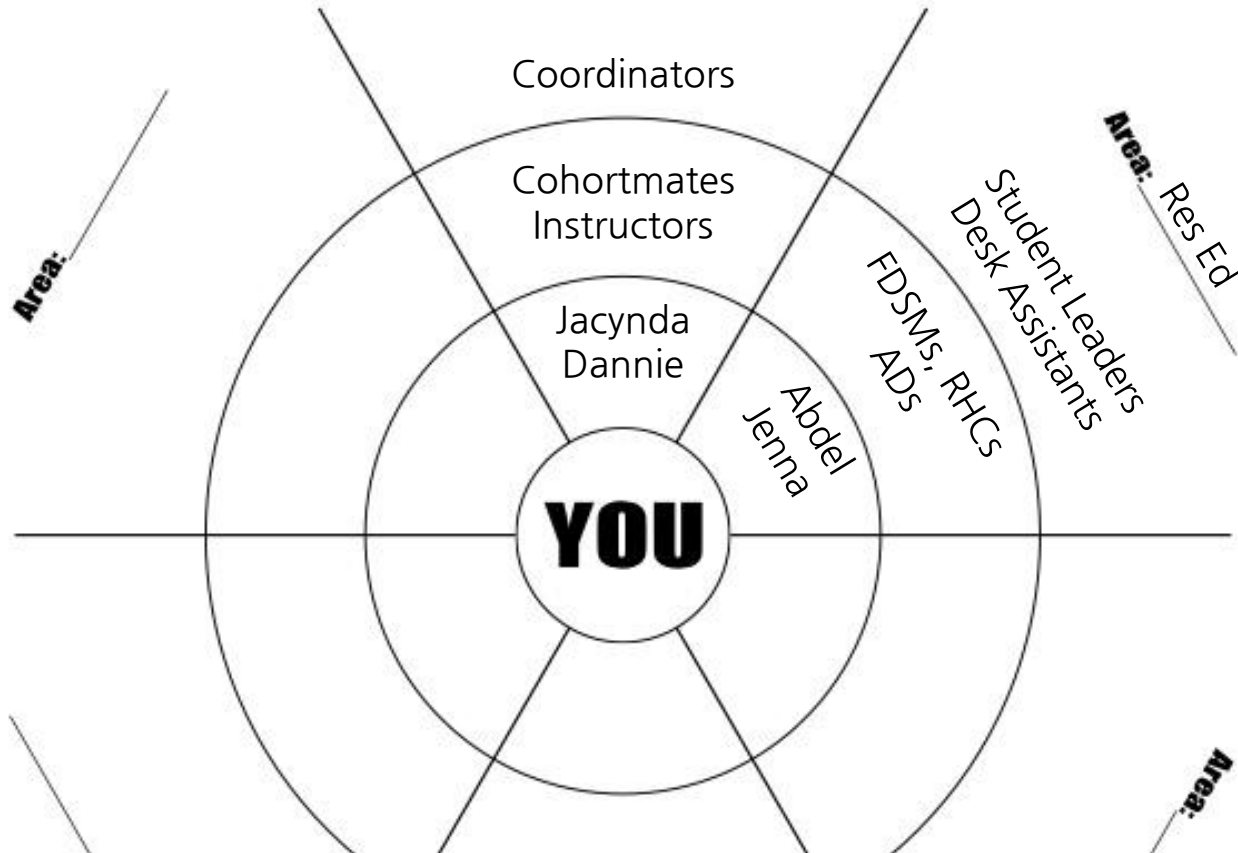
Who is in your network?

Area: Grad School



Who is in your network?

Area: Grad School





02

What does having
an advocate look
like?

The Many Faces of Advocacy



- Kindness
- Compassion
- Encouragement
- Listening
- Perspective
- Challenges
- Understanding
- Solidarity
- Space
- Call in

One's advocacy will always take form depending on

Values and Context

Example: Ron's Gone Wrong



My people will call your people

Think back on your own experiences. Are there personal or professional mentors in your life who have had a positive effect on you?

- How did they make you feel?
- Did they challenge you, support you, empower you?
- What actions did they take?
- What were you able to accomplish as the result of their advocacy?



03

Advocate for Others

Coming full-circle and
paying it forward



Becoming an Advocate for Others



Why?

It feels good! Feel connected with your community.



How?

Same as how you found your own advocates.

Quick Review

How to be a Good Advocate



Ask

How you can help?
Do not assume



Expectations

Explore commitment,
boundaries, needs



Available

Create opportunities for
open communication



Interest

Have a genuine
curiosity and care
about them as a
person



Compassion

Be non-judgmental,
actively listen, believe
in them



Honesty

Share about your
own failures & ask
hard questions

A collection of stylized, flat-design illustrations of diverse people in various poses, scattered around a central text bubble. The people are depicted in a variety of colors and styles, representing different ages, ethnicities, and genders. Some are walking, some are dancing, and some are in more dynamic poses. The background is white, and the central text is in a light blue bubble.

**'They may forget what
you said, but they will
never forget how you
made them feel.'**

-Carl W. Buehner (1971)

What is something you are taking away from today?



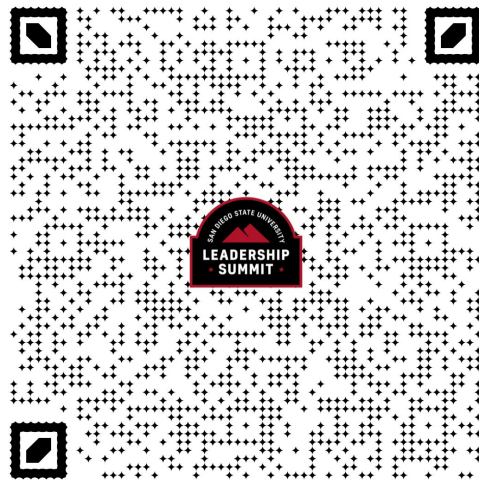
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Thank You!

Let's connect!

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