

# SPONSORING WOMEN

## What Men Need to Know

By Ida O. Abbott, JD

### “Practical and Powerful” New Book It’s Going to Take More Than Mentoring

*“Women need the sponsorship of men, and men owe it to women, not because men are to blame but because they are in control. Otherwise they limit their firms’ potential for top performance, growth and innovation.” – Ida O. Abbott, J.D.*

Ida Abbott speaks directly to men in this timely new book designed to arm them with the tools and perspective they will need to usher professional women into the top ranks of their firms. She tackles and finishes off all the tough issues: the appearance of impropriety, confusion about the nature of the relationship, managing communications, spouses. But she also clearly describes what is to be done, step-by-step.

#### Topics Include:

- Why Organizations Need More Women Leaders
- Sponsorship Is More than Mentorship
- Sponsorship Is Essential for Women to Advance
- Why a Man Might Not Pick a Woman as a Protégée
- How Men Can Successfully Sponsor Women for Leadership
- Essential Elements of Sponsorship
- Establishing a Sponsor-Protégée Relationship
- Giving Your Protégée Feedback
- Dealing with Flexible Schedules, Parenting Leave and Family Obligations
- Concerns Related to Sex

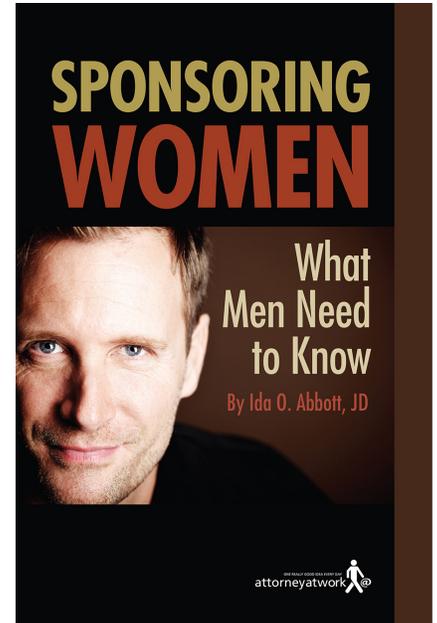
#### About the Author

Ida O. Abbott, J.D. has long been recognized as a leader in the fields of mentoring, leadership development and professional development. She is co-founder of the Hastings Leadership Academy for Women at the University of California Hastings College of the Law, where she is also a Faculty Fellow. She operates the Roundtable for Women Leaders and is the author of *Women on Top: The Woman’s Guide to Leadership and Power in Law Firms*. Ida is a member of the Executive Committee for the National Legal Mentoring Consortium and Advisor to the Institute of Mentoring.

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