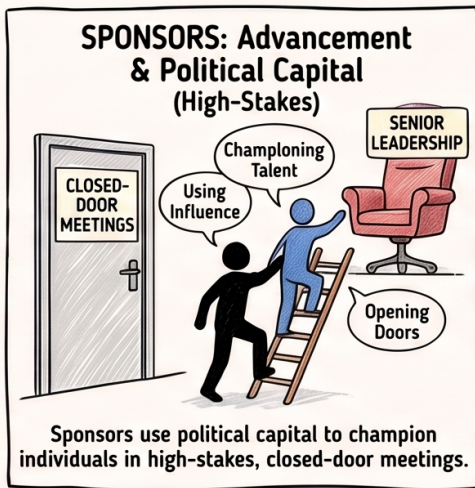


Beyond the Room: The Power of Workplace Advocacy

Workplace advocacy—championing others' contributions when they aren't in the room—is the invisible force behind career progression. Informal networks favor social proximity; structured systems ensure talent, not just “who you know,” determines leadership pipelines.

THE ADVOCACY GAP:

MENTORSHIP VS. SPONSORSHIP



KEY FINDING: The “Over-Mentored but Under-Sponsored” Trap



Research reveals women and minorities often receive abundant guidance but lack the active advocacy needed for senior-level promotions.

REPUTATION RESILIENCE



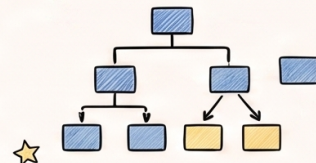
Advocates protect individuals from reputation damage during setbacks by providing context and defending their long-term capabilities.

THE ROI OF STRUCTURED ADVOCACY



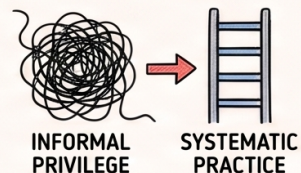
1.5x Greater Career Satisfaction.

Sponsored employees demonstrate 23% higher commitment to their employer and advance 15–18 months faster than unsponsored peers.



KEY FINDING: Solving the Succession Crisis.

Organizations with formal advocacy processes fill senior roles internally 60% of the time, compared to only 35% in informal systems.



PROCESS STEP: From Informal Privilege to Systematic Practice.

Success requires moving beyond “hallway conversations” to transparent opportunity allocation and holding leaders accountable for diverse sponsorship portfolios.

IMPACT of EFFECTIVE ADVOCACY (Measurable)

