

ASK YOURSELF

As a graduate / sponsor, how can you support participants' ambitions?

Key information for crucial, proactive leaders looking to understand and support the participant experience.



Questions?
[Contact us!](#)

■ Before the program starts

- Take a look at the [Candidate's Guide](#) to familiarize yourself with the program: objectives, themes, learning strategies and schedules.
- For the pre-launch meeting, share your short testimonial as a program graduate. Unsure where to start? Here's a prompt to help: share two highlights or key learnings that have stuck with you since you did the program. Do you also have two inspiring tips to share with these new participants? You're set.

■ Once the program starts

- Make sure you have access to the observer mode on the learning platform, and to the event login details.
- Contact us if you have not received this information.

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Though tactics will vary based on every organization, here are a few best practices when it comes to supporting participant engagement and learning.



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Throughout the program

- **Create an internal discussion group (via Teams or other platforms)**

Connecting all participants, this channel is created to develop their internal network and encourage participants along the way, regardless of their geographical location. This collective space is ideal for asking questions directly, sharing tips, setting reminders and centralizing key information.

- **Support participants in their progress and commitment**

As you know, the more committed participants are, the greater the benefits! To help, send them occasional reminders (by e-mail or in the group) to encourage them to start their journey, connect with their triad, attend live events, keep up progress on the learning platform, or continue working on their challenge!

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- **Organize exchanges and discussions**

Whether it's a virtual café or lunch & learn, meetings between participants (and managers, when possible) create crucial opportunities to discuss the latest webconference, the most recent modules, the progress being made on individual and collective challenges, or the themes that are resonating along the way.

- **Talking points for post-web conference discussions**

1. What advice did you take away?
2. What aspect will you try to apply in your professional life?
3. In seeing that leaders build their (event subject) throughout their careers, do you view your own (event subject) in a new light?
4. What defining moment built your (event subject)?

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Though tactics will vary based on every organization, here are a few best practices when it comes to supporting new program graduates.



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After the program

Stay in touch with your new fellow graduates!

- If an event is planned to celebrate their growth, conduct a short interview with a new graduate during the event. Testimonials by a graduate and/or sponsor are an excellent way to highlight and elevate career paths.
- Keep exchanging and sharing in the discussion group. This is an opportunity for you and the other participants to set new challenges, or to collectively transform one of your challenges into a promising project. It's also a great way to stay visible within the organization!
- Encourage your colleagues to maintain their internal network and develop their external ones by joining the "Club A" and attending the club's virtual and in-person events .