

A decorative header with a colorful geometric pattern of overlapping triangles in shades of red, purple, blue, cyan, and green.

Mentoring & Sponsoring

Amelie Schimmel

Mentoring & Sponsoring

Target of today



Differentiate

Difference between
Mentorship and Sponsorship



Mentorship

Benefits of mentorship and
how to have successful
mentoring



Sponsorship

Necessity to have several
sponsors and the ability to win
sponsors over

Mentoring & Sponsoring Agenda

01

About Me

02

Introduction

- The difference between mentorship & sponsorship

03

Mentorship

- Benefits of mentoring
- Who can be my mentor?
- How can I get a mentor?

04

Sponsorship

- Benefits of sponsoring
- 3-step approach to having successful sponsorship

05

Outlook

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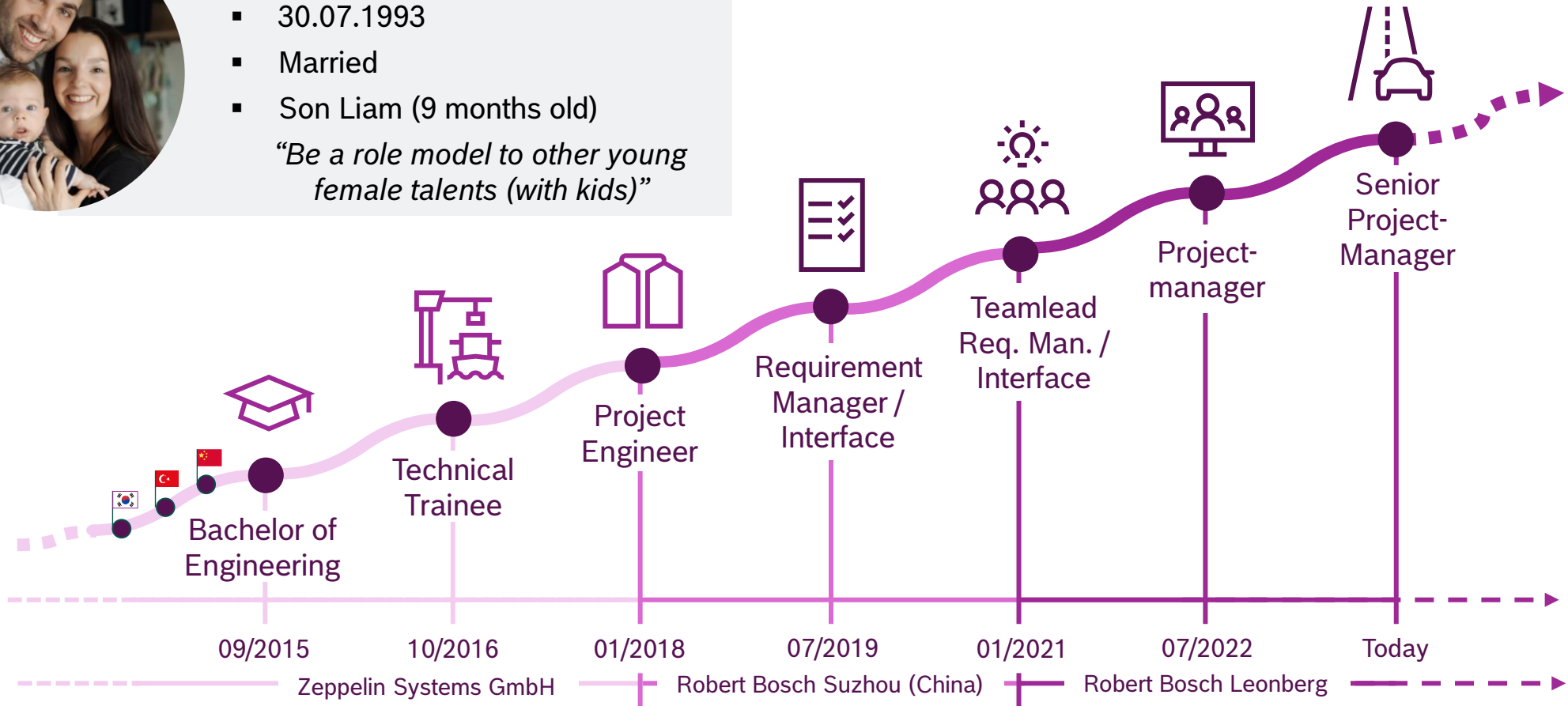
Outlook

Mentoring & Sponsoring

About Me



- English/German
 - 30.07.1993
 - Married
 - Son Liam (9 months old)
- “Be a role model to other young female talents (with kids)”*



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Difference between Mentoring & Sponsoring

Experienced person willing to help and support you

Builds your confidence and provides sounding board

Offers empathy and shoulder to cry on

Expects very little in return

Explicitly announced

1

2

3

4

5



1

2

3

4

5

Senior person who believes in your potential

Advocates for your next promotion

Encourages you to take risks and has your back

Expects a great deal from you

Not explicitly announced

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Benefits of mentorship



01

Network

Connect with someone, you normally would not

02

Knowledge

Understand unwritten rules and receive feedback

04

Perspective

Receive a different view and learn from others

03

Guideline

Have an exemplary map of your journey and save years of experience

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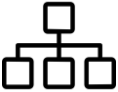
Who & How



Who can be my mentor?



Achiever I aspire to be like



Hierarchically two levels above you



Does not necessarily need to be in management



Someone who is like-minded



How can I get a mentor?



Company mentoring programs



Simple coffee date



Direct approach via email

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Mentorship hacks



1

You can have several mentors (private/work)

2

Stay connected with your mentors

3

Mentors are mortals, no superheroes

4

Don't give up if one does not answer

5

Dream big and take the chance regardless of the hierarchy

6

You can be a mentor too

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Benefits of sponsorship

04

Accelerate

Has your back and advocates for you behind closed doors



03

Mirror

Gives you honest and useful feedback



01

Visibility

Mentions your name in meetings you are not present



02

Access

Informs and refers you for new projects



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3-step approach to having successful sponsorship

Define your target



Identify your sponsors



Show your talent



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3-step approach to having successful sponsorship

Define your target



Identify your sponsors



Show your talent



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Step-by-step guide to sponsorship

Who am I?

- What are my strengths?
- What experiences distinguish me?
- What gives me satisfaction, so I want to do more of it?
- What do I do exceptionally well?
- What is my currency?

Where do I want to go?

- Create a 5-year plan.
- Which checkboxes do I need to tick to reach my targets?
- Which positions will compliment my strengths the most?
- Which deliverables get you promoted?

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3-step approach to having successful sponsorship

Define your target



Identify your sponsors



Show your talent



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Step-by-step guide to sponsorship

2+1

1 in your line of sight, 1 in your organization + 1 outside your firm

- Assess your organization
(hierarchical/flat? titles?)
- Identify key players
- Look for role models or people in the
positions you'd like to have
- Distribute your risk

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3-step approach to having successful sponsorship

Define your target



Identify your sponsors



Show your talent



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Step-by-step guide to sponsorship

Always try to
make an
impression



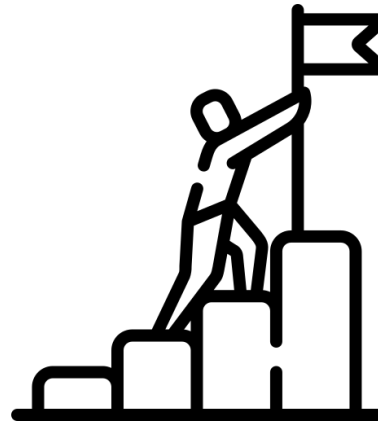
Use your
strengths



Say yes!



Take on
projects
outside of your
job description

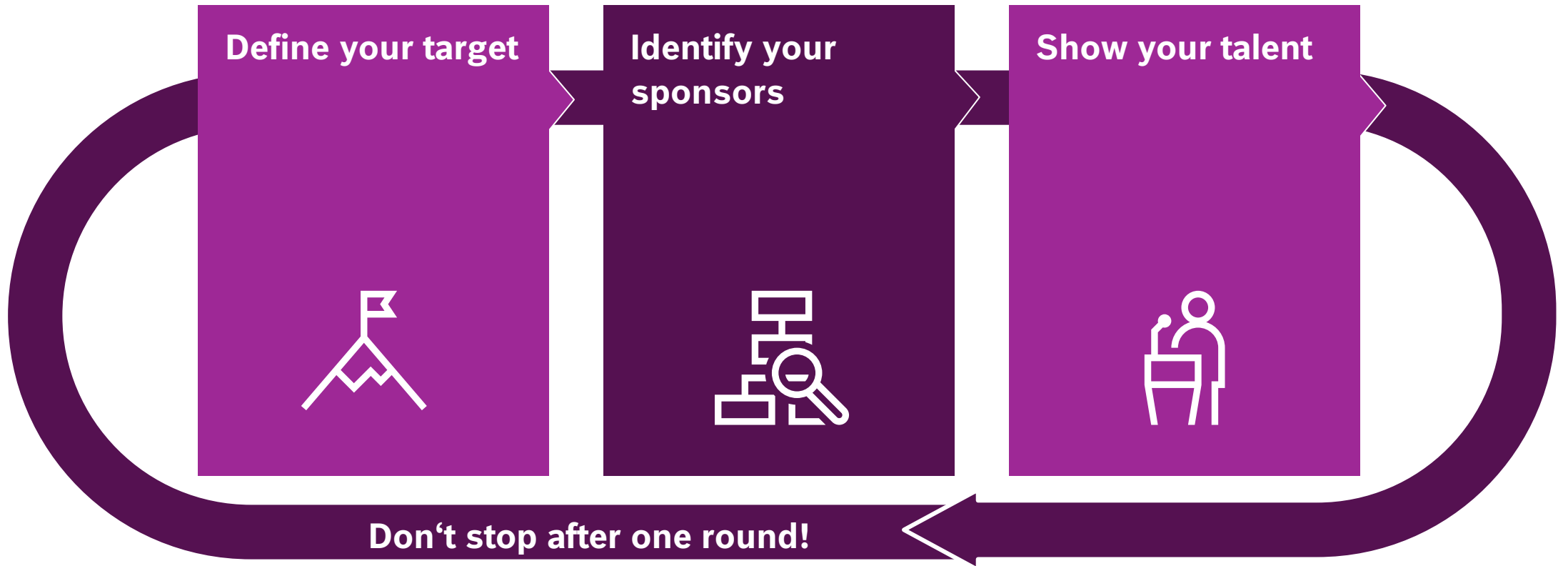


Make your
sponsors
aware of your
goal



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Step-by-step guide to sponsorship



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Outlook

Mentoring & Sponsoring Bosch as your carrier opportunity

Good reasons to work at Bosch



Who we are

At Bosch, you will be part of...

- an **innovative powerhouse** that is actively shaping our **technological future**,
- a diverse **global family** that hails from over 150 different countries,
- a unique team whose expertise covers both the **physical and digital worlds** and who develops solutions for nearly **all spheres of life**,
- a **values-driven company** that is committed to improving **quality of life** worldwide and **preserving the planet** for future generations.



Shaping the market with XC

Cross-Domain Computing Solutions (XC)

The division has some **20.000 associates** at more than **40 locations** and in over **20 countries**. We are a pool of experts in the development of application-specific vehicle software as well as vehicle computers, control units and sensors. We develop and realize innovative solutions for **modern E/E architectures, driver assistance systems and automated driving as well as cockpit solutions, software and services**.

We shape the future of **vehicle electronics and software** and enable our customers to provide personalized, automated and connected mobility for everyone.



Our product portfolio

What we have with us

Bringing driving comfort, ease and safety to the next level of excitement.

Automated driving, software-defined vehicles, innovative mobility services: the future is right around the next corner. At Cross-Domain Computing Solutions we shape the future of **vehicle electronics and software**.

By offering a holistic portfolio that spans out from **reliable exterior and interior sensors** such as cameras, radar, ultrasonic sensors as well as **high-performance vehicle computer platforms and E/E architectures** to **cutting-edge software solutions** we support our customers in creating unique, outstanding **mobility experiences**.



Assisted & automated driving

Cockpit solutions

Modern E/E architectures

Software and services





Work #LikeABosch

 <https://www.bosch.de/karriere/jobs>

Thank you!





Who we are

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- a **values-driven company** that is committed to improving **quality of life** worldwide and **preserving the planet** for future generations.

XC | Who we are

Shaping the market with a strong team

The Cross-Domain Computing Solutions (XC) division has some 20.000 associates at more than 40 locations and in over 20 countries. We are a pool of experts in the development of application-specific vehicle software as well as vehicle computers, control units and sensors. We develop and realize innovative solutions for **modern E/E architectures, driver assistance systems and automated driving as well as cockpit solutions, software and services.**

We shape the future of vehicle electronics and software and enable our customers to provide personalized, automated and connected mobility for everyone.



XC | What we have with us

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Assisted & automated driving



Cockpit solutions



Modern E/E architectures



Software and services