

Barrier To African American Career Attainment and  
The Need for Sponsorship

# *BLACK CEILINGS*

## CREATING A PERSONAL BOARD OF DIRECTORS

[www.drjaybush.com](http://www.drjaybush.com)

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**"If they don't give you a seat at the table, bring a folding chair."**

**Shirley Chisholm**





# WHAT ARE BLACK CEILINGS?

BY JAMES A. BUSH, PHD

Most people are well aware of the phrase “glass ceilings”. Glass Ceilings refers to an invisible barrier that prevents certain groups of people (usually women and minorities) from advancing in their careers or achieving their goals due to discrimination and bias. This barrier can be seen in hiring practices, promotion decisions, and compensation.

Black Ceilings refers to the lived experience of African Americans or Black people who seek to advance their careers and, due to implicit bias and racism, face somewhat insurmountable challenges in accomplishing those goals. Similar to Bamboo ceilings which describe the experience of Asian Americans, or Colored ceilings, which target all people of color, Black ceilings are specific to the African American experience.

# Self-Reflection & Skill Assessment



Sh@t I'm Good  
At.....

- Communication
- Time Managment
- Interpersonal Skills
- Leadership
- Problem Solving
- Technology
- Flexibility/ Adaptable
- Critical Thinking
- Organization
- Creativity
- Colaboration
- Dependable / Team Player
- Self Motivated
- Work Ethic

# Personal S.W.O.T Analysis



Personal SWOT analysis - complete guide & examples: EdrawMax. Edrawsoft. (n.d.). Retrieved March 11, 2023, from <https://www.edrawsoft.com/personal-swot-examples.html>

<p>My Strengths...</p>	<p>My Weaknesses....</p>
<p>My Opportunities...</p>	<p>My External Threats...</p>

# Coach, Mentor, Sponsor

The Key **Role of Sponsorship** According to research from the Center for Talent Innovation (CTI), the vast majority of women (85%) and multicultural professionals (81%) need navigational support to advance in their careers but receive it less often than Caucasian men. However, a 2010 Catalyst study revealed that more women than men had been assigned mentors, yet 15% more men won promotions. Why? The findings indicate that having more mentorships did not lead to advancement, but having a senior mentor in a position to provide sponsorship did. What is the difference between having a mentor and having a sponsor? In short, mentors advise you, and sponsors advocate for you.

<b>Mentors</b>	<b>vs</b>	<b>Sponsors</b>
Mentors have mentees	→	Sponsors have protégés.
A mentor could be anyone in a position with experience desired by a mentee who can offer advice and support.	→	A sponsor is a senior level staff member invested in a protégé's career success.
Mentors support mentees through formal or informal discussions about how to build skills, qualities and confidence for career advancement	→	Sponsors promote protégés directly, using their influence and networks to connect them to high-profile assignments, people, pay increases and promotions.
Mentors help mentee craft a career vision	→	Sponsors help drive their protégé's career vision
Mentors give mentees suggestions on how to expand their network	→	Sponsors give protégés their active network connections and make new connections for them
Mentors provide feedback to aid a mentee's personal and professional development	→	Sponsors are personally vested in the upward movement of their protégé
Mentors offer insight on how a mentee can increase visibility through finding key projects and people	→	Sponsors champion their protégés visibility, often using their own platforms and reputation as a medium for exposure.
Mentors passively share the "unwritten" rules" for advancement in their organization with mentees	→	Sponsors actively model behavior and involve protégés in experiences that enable advancement

Linksmann, A. (n.d.). *Mentor vs sponsorship*. The Early Career Voice. Retrieved March 11, 2023, from <https://earlycareervoice.professional.heart.org/mentor-vs-sponsorship/>

## COACH

A coach is someone who provides guidance, support, and motivation to an individual or group to help them reach a desired goal or level of performance. A coach helps an individual or team to develop skills, build confidence, and create positive mental attitudes to help them reach their goals. A coach acts as a mentor, advisor, and cheerleader to their clients.

## MENTOR

A mentor is someone who provides guidance, support, and advice to another person or group, typically on a more long-term basis. Mentors help to develop skills, build confidence, and create positive mental attitudes to help their mentees reach their goals. Mentors typically have more experience in a particular field than the person they are mentoring, and they act as a sounding board, advisor, and role model.

## SPONSOR

A sponsor is an individual or organization that provides financial or other resources to a person or group, typically in exchange for some form of recognition or promotion. Sponsors help to support, promote, and increase the visibility of their sponsorships. Sponsors typically have an interest in the success of the person or group they are sponsoring, and they act as a supporter and advocate.

**ACTION:** In your life, write do someone who falls into these three categories

COACH	MENTOR	SPONSOR

## What is a 'Personal Board of Directors

*A personal board of directors is the small group of people that you go to for support and advice on advancing your career. Ideally, the "board" consists of individuals who have a strong personal and professional interest in seeing you flourish and succeed.*



## What Can a Board Do for You?

1. **Open Doors & Expand Your Network:** Every individual who sits on your board holds the key to doors that otherwise may be closed to you. They can be your door-to-key business contacts, prospects, and others who can help you.
2. **Provide Support:** Your personal board of directors will not only help you in hard times but will also be there *to celebrate successes and the milestones* of your career. This group of allies will put their arms around you in good times and bad.
3. **Develop You:** You will learn a lot from just modeling, observing, and watching competent, smart, versatile individuals apply principles and exercise skills in real life.
4. **Coach & Challenge:** It's not just a matter of sharing their views; the very best board members will *actively challenge you and ask the really hard questions* about your grand strategy and plans. This will help you discover and get clear on the potential flaws in your plan.
5. **Advocate for You:** Your board members can act as an advocate for you. They can sell your skills and experience to hiring managers on the lookout for talent. They can perhaps get you into key meetings, make sure you take the right training, and make it onto the high potential list.

***And most importantly, they can hold you accountable for your actions and behavior impacting your professional performance.***

Szakal, A. A. (2020, November 29). 4 Steps To Build a Personal Board of Directors (Because You're the CEO of your career). LINKEDIN.

<https://www.linkedin.com/pulse/4-steps-build-personal-board-directors-because-youre-szakal-mraes/>

# Who's On Your Board?

<b>BOARD CHAIR/ PRESIDENT</b>	
<b>VICE PRESIDENT</b>	
<b>TREASURE</b>	
<b>SECRETARY</b>	
<b>DEVELOPMENT COMMITTEE CHAIR</b>	
<b>GOVERNANCE COMMITTEE CHAIR</b>	



## DR. JAMES A BUSH, MHA

*Every rejection I have ever received in my professional career has always been a setup for something greater. With every layoff, I found opportunities to invest in my education. With every pass over I found avenues to make my resume shine. When you get tired of waiting for a seat you start building your own- James*

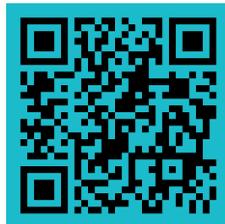
Dr. Bush is an Assistant Professor of Business Administration and Healthcare Management at Life University in Marietta Ga. , a Faculty Program Mentor for Western Governors University Letti School of Health, and A decorated military veteran, James also shines as a public speaker, educator, and author. He is the Founder and Executive Director of The Lizzie Porter Foundation. This Atlanta-area nonprofit organization focuses on providing healthcare awareness and education to African Americans through partnerships with local healthcare providers. In the corporate arena Dr. Bush shines as a Principal Trainer and Consultant for FinThrive, specializing in Healthcare Informatics and Hospital Revenue Cycle solutions. He earned a Doctor of Philosophy in Business and Healthcare Administration from Northcentral University. There, he conducted an extensive qualitative study on the barriers to the career attainment of African Americans and the need for sponsorship.

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FIND THE MOTIVATION TO WIN

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