

RECRUITING DREAM PARTICIPANTS

You need three groups to make DREAM work: sponsors, mentees, and mentors. Here's some guidance on recruiting the right partners.



START WITH SPONSORS

Who are those 1 or 2 people with both the passion and the influence to open doors and build commitment? Ask for 15 minutes to discuss how DREAM could benefit the organization. If they're not the right person, ask them to introduce you to someone who might be! You got this.

Tip: Use the Business Impact guide [here!](#)

FOCUS ON 5-15 COMMITTED MENTEES

To start, focus on quality over quantity. Soon, this year's mentees will become next year's advocates.

Remember, DREAM requires commitment and follow through. Don't force participation. Invite a small group to pilot the program and get their feedback throughout to continue improving it along the way.



CREATE MEANINGFUL MENTOR CRITERIA

First, review your business and executive objectives. What skills and experiences do your business and mentees need?

Next, partner with leaders, DEI, and HR to consider relevant mentors:

- Who possesses the skills and experiences?
- Who does not typically access to leaders?
- How can you make the process equitable?

