

Sponsorship Request

Transformation Lab

FOR

TITLE

DEPARTMENT

DATE

TO (Manager / HRBP / L&D Leader)

EXECUTIVE SUMMARY

I am requesting company sponsorship to participate in the Transformation Lab, a cohort-based executive development program designed for senior women of color leading enterprise transformation initiatives. The program directly supports my current responsibilities in [briefly describe your transformation portfolio] and aligns with [Company Name]'s strategic priorities around leadership development, digital transformation, and innovation.

PROGRAM

DURATION

INVESTMENT

DATES

BUSINESS CASE

Strategic Alignment

The Transformation Lab addresses critical capabilities that [Company Name] has identified as priorities, including enterprise transformation leadership, executive presence and influence, and the development and retention of high-potential women of color in senior leadership roles.

Current Responsibilities & Application

My current work directly maps to the Lab's focus areas: leading enterprise initiatives with cross-functional scope, driving strategic priorities with measurable business impact, and navigating organizational complexity, change management, and stakeholder alignment across multiple business units and senior stakeholders.

Talent Development & Retention

This investment signals [Company Name]'s commitment to developing and retaining high-potential women of color in senior leadership roles — a meaningful signal to the broader leadership pipeline.

EXPECTED OUTCOMES

- Translate complex transformation work into executive-ready narratives tied to revenue, risk, and strategic priorities — improving communication with the C-suite and board.
- Expand influence and sponsorship networks to support progression into broader scope and strengthen succession planning.
- Navigate organizational politics with greater clarity and confidence, reducing decision fatigue and increasing strategic impact.
- Apply practical playbooks and frameworks to current initiatives and live transformation challenges.
- Bring back strategies and insights to support other emerging leaders, particularly women of color in technical and transformation roles.

PROGRAM STRUCTURE

Format: Virtual / Hybrid. Designed for working senior leaders — sessions are scheduled during business hours and integrated into an existing leadership rhythm without disrupting critical deliverables.

- Cohort-based peer learning with senior leaders from Fortune 500 and high-growth companies
- 1:1 executive coaching sessions
- Visibility labs and stakeholder strategy workshops
- Scripts, playbooks, and frameworks applicable to current work
- Access to an alumni network and ongoing community touchpoints

INVESTMENT & FUNDING SOURCES

- Leadership Development or Executive Education budget
- Talent Development or High-Potential Leadership budget
- Executive Coaching budget (this program includes 1:1 coaching)
- Department or Business Unit professional development allocation

TIMELINE & NEXT STEPS

Once approved, I will complete the application, secure my spot in the cohort, provide a mid-program update on key insights, and share a post-program summary of outcomes, frameworks, and recommendations.

Ready to Apply?

jointhelab@continuumtransformation.com | www.continuumtransformation.com

Thank you for considering this investment in leadership development.