

Peer Mentoring Programs

Trust, Alignment, & Agility by Coaching & Involvement

Awareness, Shared Values, Change Agility, Competency & Resilience

Our coached and structured Peer Mentoring Circles have many names: “The Women’s Leadership Exchange,” “Leadership Development Circles,” or “Team Leadership Development.”

They are a highly engaging and effective way to expand leadership competencies, develop self-awareness, emotional intelligence, and to hear multiple perspectives on a series of leadership topics. The program typically consists of six to twelve half-day monthly sessions.

At each session, participants hear from a panel of seasoned professionals on thought provoking topics relevant to current business strategies, organizational culture, leadership behaviors, and career management. They join peer groups led by skilled coaches, where they apply the topic of the day to their own experiences and challenge. They reflect, speak, listen, expand skills, and commit to action steps each month.

Over the course of the program, participants develop stronger leadership capacity and ability, learn effective peer mentoring skills, and cultivate a community of colleagues. This new network becomes a group with whom to explore ideas, share resources and opportunities, and gain support and honest feedback.

Participants connect with senior leaders, develop and experiment with new behaviors and skills, and apply benchmarks for personal and professional life. Course work, readings, insights always cascade down into their teams.

Some Reasons Why These Programs are so Popular

- ✧ Business strategies take root as a bigger picture emerges.
- ✧ The participant builds a meaningful network of trusted peers resulting in expanded options, cohesiveness, engagement, and less turnover.
- ✧ Executives become “real” and approachable as they share what they’ve learned with an interested group of younger leaders. This builds confidence, trust and hope in all parties.
- ✧ Participants develop a common language and tools for leadership. The structured approach gives participants a sense of shared accomplishment and value within their business culture.
- ✧ Participants learn to take charge of their lives, performance, choices, relationships and quality of energy, becoming more resilient

Call us today to find out more or schedule an appointment!

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Cheryl Alexander & Associates

Leaders Engaging Hearts and Minds