

ASCEND MENTORSHIP PROGRAM

April 2026

AGENDA TEMPLATE

Session Theme: Getting to Know Each Other & Building Trust

Training module this month: Mentor: Effectively Developing Your Mentee | Mentee: Maximizing Your Mentor Relationship

- Watch before your meeting. Come prepared to discuss how it applies to your work together.

Group session this month: Program Kick-Off — Tue, Apr 7, 2–3pm EST (All Mentors & Mentees)

Group session this month: H.U.M.A.N. First™ Leadership Lab — Wed, Apr 29, 10–11am EST (All Mentors & Mentees)

Note: 360 overview session is April 16. Surveys open April 23 and close May 8. No need to discuss results this month — focus on building the relationship.

Introductions

- **Mentor:** Share a brief introduction — your background, current role, and career journey.
- **Mentee:** Share a brief introduction — your background, current role, and aspirations.
- **Both:** Share something about your personal life, family, hobbies, or interests outside of work.

Goals & Expectations

- **Mentor:** Share your goals and expectations for this mentorship relationship.
- **Mentee:** Share what you hope to gain and achieve through ASCEND.
- **Both:** Align on how you will work together:
 - How often will you meet, and in what format?
 - What is your preferred communication style between sessions?
 - How will you handle scheduling conflicts?

Explore Backgrounds & Experiences

- **Mentor:** Share your career journey — key roles, transitions, and lessons learned along the way.
- **Mentee:** Share your professional journey, current challenges, and areas of interest.
- **Both:** Discuss what has shaped you as a leader and what leadership means to each of you.

Identify Initial Areas of Focus

- **Mentee:** Describe your current role, projects, and any immediate challenges you are navigating.
- **Mentor:** Share where you see the most opportunity to provide guidance and support.
- **Both:** Begin to surface 1–2 themes or areas the mentee wants to focus on this program.

Next Steps & Scheduling

- **Both:** Agree on the date and time for your May meeting.
- **Mentor:** Watch your training module before your next meeting.
- **Mentee:** Watch your training module before your next meeting.
- **Mentee:** Complete the 360 survey when it opens April 23 — surveys close May 8.