

ASCEND MENTORSHIP PROGRAM

August 2026

AGENDA TEMPLATE

Session Theme: Leader as Coach: Developing Others

Training module this month: Both: How to Overcome Common Mentoring Challenges

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

Group session this month: Lab 2: Leader as Coach — Thu, Aug 20, 10–11am EST (Mentees Only)

Note: Mentor — come to September prepared to debrief on what the mentee experienced in Lab 2.

Welcome & Check-In

- **Both:** Brief personal catch-up and progress check.
- Review any action items from your July meeting.
- Reflect on key takeaways from the Midpoint Session.

Leadership Journey Discussion

- **Mentor:** Share your personal leadership story — key turning points, lessons learned, and common pitfalls to avoid.
- **Mentee:** Reflect on your current leadership approach — what is working, and what feels hard?
- **Both:** Identify 1–2 specific areas where the mentee wants to grow as a leader before the program ends.

Team Dynamics Deep-Dive

- **Mentee:** Describe a current team situation you are navigating.
- **Mentor:** Share relevant experiences and practical strategies.
- Discuss practical approaches to building influence, managing up, and cross-functional collaboration.

Resource Sharing

- **Mentor:** Share 1–2 resources that have shaped your leadership — a book, article, tool, or framework.
- **Both:** Discuss practical application and which might be most relevant for the mentee right now.

Next Steps & Scheduling

- **Both:** Agree on the date and time for your September meeting.
- **Both:** Watch the training module before your next meeting.
- **Mentee:** Attend Lab 2: Leader as Coach — Aug 20, 10–11am EST.

Scenario Practice

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A team member is consistently meeting expectations but never exceeding them. They seem capable of more but are not stepping up. When you ask how things are going, they say everything is fine.

Walk through this together:

- What coaching questions would you ask to help them identify what is holding them back?
- How do you create space for an honest conversation without putting them on the defensive?
- What does a coaching approach look like here versus a directing approach?