Growth Partner: First Cohort Session Agenda

Purpose: To empower Growth Partners with the tools and mindset needed to build a successful, reciprocal mentorship relationship, ensuring they feel confident and prepared for their first meeting.

Preparation & Setting the Scene

Pre-Event Prep

- **Session Logistics:** Confirm meeting space, A/V setup, and any virtual platform links.
- **Materials Checklist:**
  - Printed copies of the **Growth Partner Playbook** (if not provided digitally beforehand).
  - **"What I Bring, What I Seek"** worksheet (a new resource—see activity notes below).
  - Flip charts and markers.
  - Sticky notes.
  - Pens.
- **Facilitator Notes:** The Program Coordinator or a designated "Growth Partner Liaison" should lead this session. The tone should be encouraging, open, and focused on practical application.

Agenda

1. **Welcome & Setting the Stage (10 min)**
   - Welcome Growth Partners and acknowledge the unique value they bring to the program.
   - Briefly recap the program's vision: it's not a traditional one-way street, but a dynamic, reciprocal exchange.
   - Briefly review the session's agenda and purpose: to give them the tools to feel prepared and confident.
2. **Exploring the Mindset of Reciprocity (15 min)**
   - **Group Discussion:** Start with a brief, high-level discussion based on a few key concepts from the playbook.
   - **Prompts on flip chart:**
     - "What does the term 'reciprocity' mean to you in this context?"
     - "What do you think is a common myth about mentorship?" (e.g., that it's just for advice-seeking).
   - This helps them articulate and own the core concept before diving into the details.
3. **From Principles to Practice: A Deep Dive into the Playbook (30 min)**
   - **Highlight Key Sections:** Walk through the playbook, focusing on the most critical sections for their first meeting. Use this as a guided tour, not a lecture.

        - **Best Practices for Your Meetings:** Focus on co-creating agreements (confidentiality, communication, etc.). Emphasize that this is a two-way street.
        - **Preparing for Your First Meeting:** This is the most important section for this session. Use the next activity to bring this to life.
        - **Engaging in Meaningful Conversations:** Discuss the importance of asking open-ended questions and sharing their own insights. Reassure them that their perspective is valuable.
    - **Interactive Activity: "What I Bring, What I Seek" Worksheet (15 min)**
        - Provide a worksheet with prompts based on **Section 2** of the playbook.
        - **Instructions:**
            - Spend 5 minutes quietly reflecting and writing down your answers to questions like, "What skills or perspectives can I offer?" and "What am I most curious about?"
            - Then, spend 10 minutes in pairs or small groups sharing your answers. This is a practice run for their meeting with their Legacy Partner.
        - **This activity helps them:** Internalize the ideas, articulate their value, and practice sharing.
4. **Role-Playing and Question Prep (20 min)**
    - **Role-Playing Scenarios:**
        - Have participants pair up. One person is a "Legacy Partner," the other a "Growth Partner."
        - Provide a few common "first meeting" scenarios on sticky notes or a slide.
        - **Examples:**
            - "You've just introduced yourselves. Now, you need to decide on a meeting rhythm."
            - "You're a bit nervous and need to start the conversation. Ask your partner a good open-ended question."
            - "Your partner is talking about a challenge, and you have a different perspective. How do you respectfully share it?"
    - **Facilitator's Role:** Encourage them to be authentic and remind them that this is a safe space to practice.
5. **Troubleshooting & Support (10 min)**
    - **"Ask Me Anything" Session:** Open the floor for any questions or concerns.
    - **Proactively address common anxieties:** "What if my Legacy Partner is too busy?" or "What if I don't know what to talk about?"
    - Refer back to **Section 8** of the playbook (Troubleshooting & Support) and remind them that the program liaisons are a resource. This reinforces that they are not on their own.
6. **Next Steps & Closing (5 min)**
    - Remind everyone of the kickoff event and the purpose of the Vision Board.
    - **Call to Action:** Encourage them to use the "What I Bring, What I Seek" worksheet to draft their first email to their Legacy Partner and prepare for the kickoff meeting.

- End with an encouraging statement about the journey ahead and their unique contributions.