

## Mentor Leadership Training Activity

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**Wayne Townsend**, BA. BPE. BEd.

CTDP. Certified Training & Development Professional from C.S.T.D.

ACTP. American Coach Training Professional from I.C.F.

EQ-i and EQ-360 Emotional Intelligence Credentials from M.H.S.

Counselling Specialist. Ontario Counselling Association.

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Participants identify leadership challenges that they face in their real work lives. Faux challenges often miss the mark. Personal work place challenges make the exercise real for everyone. And, when the challenge comes from the participants, it is more often culture and situation relevant.

The idea is that one of the participants will outline a challenge. Then you and the other participants become consultants to the volunteer, with the challenge of creating strategies for responding to the leadership challenge that rely on the skills "People Helping People." Be sure that, as a facilitator, you and the group ask enough questions to really understand the challenge. Stay in 'brainstorming' mode with the questions until it is certain that everyone has a better understanding of the challenge.

This exercise creates lots of great discussion. Avoid being too quick to offer "the solution." Rather, it helps to get the group involved in thinking through the problem. They may come up with fresh ideas. This requires modelling effective and affective mentor leadership strategies of empowerment.

Sometimes, someone might say something like, "What I do is..." However, this approach is not focussed on the facilitation of those around the group. This line is an attempt to provide an immediate solution. It is wise, when you hear that kind of response, to thank the person and say, "We are here to build our relationships with each other and to model Mentor Leadership Strategies. So, the rule for this exercise is to ask questions of empowerment." We need to help the person with the challenge by focussing on the dimensions of the challenge and thereby reveal possible solutions.

