OpenSesame®

Leadership Path

Executive-Led
Sessions Template

Executive leadership-led sessions

Developing new and existing leaders is critically important for creating an environment of growth, collaboration, and success. It also helps to foster a sense of belonging and purpose within the organization, which in turn can help to increase morale and productivity.

With this core value in mind, your executive leadership team must be dedicated to building their next generation of leaders. As a learning professional in your organization, it is your guidance that will help facilitate executive leadership on how to best coach or mentor your program participants through formal or informal training. Not only is it important to fully equip successors, it is also vital to equip executives with the ideas, tools and methods they need in order to be successful with their team. Let's explore a few methods executive leaders can use to help guide discussion with their mentees throughout the duration of your program.

Remember: individual learners have preferred ways of learning based on their specific preferences and needs. When structuring an initial leadership program, it might be best to incorporate a few different modalities with the understanding that there will be some trial-and-error to find the ones that resonate with your learners and their particular experience.

Utilize this meeting guide as a navigational tool to steer your discussions effectively during your meetings. It's designed for literal application too; mentors can complete their designated sections, while mentees fill out their respective areas. Whether you choose to print it or fill it out digitally, ensure that you use this time purposefully. The guide is structured to facilitate intentional dialogue and to generate actionable follow-up tasks.

SESSION THEMES OVERVIEW

Meeting Guides to Developing Others

Session 1: Connecting

Session 2: Equipping

Session 3: Empowering

Session 4: Accountability

Session 5: Intentionality

Connecting

As an executive leader you know the power of human connection. In this session you will have a guided discussion on the topic of **connecting** and how as leaders it is imperative to make space in your agenda to connect with those around you to build relationships.

Begin by connecting with one another

Use this space to take notes

Use tools like a Wheel of Life diagram to gain a greater understanding of how your mentee perceives their life and determine areas for improvement and action items.

Be vulnerable

Consider using this space to jot down how you did on the wheel of life. You may also consider using this section to write down any stories or examples that will help create a psychologically safe space for you to share about how the power of connection has influenced your leadership.

Connect with others

Use this space to consider how we can connect with others outside of this space. It likely will not be practical to have this guided activity with others but how can we create safe space to make meaningful connections?

No matter how big or small create actionable items about how your mentee can create connection with those the lead or those around them.

Equipping

Equipping leaders with the right skills and resources is essential for the future success of any organization. With the right tools and knowledge, these leaders can help to create a brighter and more prosperous future for everyone. In this session you will have the opportunity to identify ways you can better equip your mentee.

Mentee equipment list

Use this area to write down areas your mentee feels they need to be better equipped skills wise and/or with resources in order to be a fully equipped leader.

Your equipment list

Use this area to help you brainstorm areas you wish you would have known you were going to be needing more equipment. Looking back on your leadership journey, what resources, skills, or network do you wish you would have known you were going to need?

Follow through

Together, use this area to plan a roadmap of how your mentee will obtain those resources. Additionally, what role will you play as their leader to help equip them? Will you dedicate time, money, resources? Create something tangible and hold each other accountable to the roadmap. By the end of your session look back on the roadmap to reevaluate how dedicated each of you have been to the plan.

Empowering

Empowering leaders is essential to create a thriving workplace environment. It promotes a culture of respect and trust by enabling leaders to work autonomously. Taking ownership of their work and their team's work can be intimidating but knowing that you are cheering them on can lead to increased motivation and assurance they are on the right track.

Brainstorm

Use this space to brainstorm together what empowerment looks like in your workplace. Is that allowing people of all titles to make big decisions? Is it allowing others to take the lead on large projects? Do not let those two examples limit your version of what empowerment looks like, explore thought and dig deep!

Harness

Use this space to determine how you can harness empowerment strategically. For example, if I empower my team to make decisions without me on X project, it could yield a better outcome. If I empower Ken to supervise our intern they might feel greater engagement with the organization.

Obstacles

Use this space to explore obstacles that may get in the way of empowering others. Empowering is often one of the most challenging skills to hone because that also means letting go of control. What feelings or more physical things could hinder empowerment? What things can we do when we experience those obstacles?

Accountability

Good leaders understand that they are ultimately accountable for their own actions and the actions of those they lead. Success, follow through, failure, mistakes can all be tied back to **accountability**. In this session you should explore what leadership accountability is and how it plays a role in the workplace.

Set the example

Use this area to list or have a conversation around how great leaders demonstrate accountability.

Holding others accountable

Use this area to let your mentee tell you how they hold others accountable. What tactics, methods, types of communication or delivery do they utilize to communicate accountability?

Refine

Use this area to refine your mentees methods. Utilize your experience and expertise to improve their ideas around holding others accountable.

Intentionality

Leaders are creators of culture, environments and people. As a creator you must be **intentional** about those people, places or spaces you're designing. I sure you can relate that as you grow in your leadership time is a commodity that becomes finite. It is easy to lose track of your role as a designer of the environments you create and serve. In this session you will explore what it means to continuously be an intentional leader.

Perspective

With your mentee, explore What intentionality looks like in your life currently? Maybe you intentionally go out for a run to better take care of your health. Maybe you intentionally have designated quality time in your week for those you care about. List the items you make intentional room for in your life.

Models

Now, think through those who lead you or play a leadership role to you in the workplace. Can you list ways they are intentional in their relationships with you?

Regression and Time

Ask yourselves here, what would be the cost if I wasn't intentional in my leadership? What or who might suffer if I was not intentionally adding value?

How can I make time for intentionality and create disciplined routines around my follow through?

About OpenSesame

OpenSesame is more than a content provider—we work with our customers to help them build their most productive and admired workforces with L&D solutions that work for them. Our LMS and LXP partners are helping us remove barriers to efficiency so that learning programs are more manageable and your learners get what they need.

Have some questions about this guide or the associated resources? Want to work with our curation team on a customized approach with the OpenSesame catalog?

We're here to help!

CLICK HERE FOR DEMO

Already a customer?

Connect with your Customer Success Manager today.