

## Triad Mentoring Sessions: Role Overview

Leadership seminars by Global Leadership Partners are often supplemented by “Triad Mentoring Sessions”. The purpose of these sessions is to provide customized application of the training content for individual seminar participants. These are called “triads” because they usually include three people: 1) a seminar attendee (“participant”), 2) a GLP speaker (“mentor”), and 3) “Follow-Up Coach” (a representative from the organizing team). An explanation of responsibilities for each of these three roles follows:

**“Participants”** simply attend the triad and bring: 1) their notes from the session, 2) their preliminary Personal Development Plan (begun in the training), and 3) their questions to ask the GLP mentor.

**“Mentors”** start the session by asking what questions the participant has – regarding seminar content or other matters. Mentors answer questions drawing from their professional and life experience. Then they shift focus to the participant’s Personal Development Plan, providing customized mentoring on action plans, training opportunities, accountability systems, etc. During this process, mentors look for opportunities to share how their Christian faith impacts their approach to leadership and personal development. They may share their testimony and/or the gospel and its impact on their life. Toward the end, mentors encourage more involvement in the discussion from the IFI volunteer, seeking to facilitate a lasting relationship between the participant and IFI volunteer.

**“Follow-Up Coaches” (for IFI this would be an IFI staff member or volunteer)** play a minor role in the first half to two-thirds of the triad. During this time, they listen closely to learn about the participant and also offer perspective where appropriate. Toward the end, the mentor actively pulls the Follow-Up Coach into the discussion. If a spiritual discussion is initiated, mentors often invite the Follow Up Coach to share a brief personal testimony or to talk about how their Christian faith impacts their life. At the end of the discussion, mentors often ask Follow-Up Coaches to explain more about the organization they represent and its upcoming activities (social activities, service projects, Bible studies, etc.). When appropriate, the Follow-Up Coach invites the participant to one or more upcoming activities. Following the session, the Follow-Up Coach should plan to meet the participant informally for coffee or other personal interaction to follow up and see how the person is doing applying the learnings from the training and triad. This provides further opportunity to engage the participant in a spiritual discussion.