

“Leadership is not about a title or a role - it’s about the courage to influence and the confidence to be seen.”

This session is about helping your mentee explore and own their leadership identity. They may already be leading projects, ideas, or people - but they might not yet see themselves as a leader. Your role is to help them build clarity around their leadership style, feel more confident influencing others (especially senior voices), and stretch into the leader they want to be.

They don’t need a promotion to start showing up as a leader, but they do need to believe they belong in the room.



CONVERSATION STARTER

Kick things off with:

“When have you felt most like a leader, and what made you feel that way?”

This can unlock personal insight and help surface hidden leadership strengths.

QUESTIONS TO EXPLORE

Use these to guide the conversation:

- How would you describe your leadership style today, and is it intentional?
- Where do you feel confident leading, and where do you tend to hold back?
- What does influence look like in your organisation, and how are you currently building it?
- What’s your biggest challenge when managing upwards or speaking up?

WHAT TO LISTEN FOR

- Signs of imposter syndrome or self-doubt around “being a leader”
- Strong delivery or execution capability, but hesitation to challenge or take the lead
- Leadership behaviours that are under-recognised or undervalued
- Overreliance on ‘quiet contribution’ instead of visible influence

WATCH OUTS

- Avoid reinforcing old-school ideas of leadership (loud, assertive, always confident)
- Don’t assume they know the impact they’re already having, tell them what you see
- Be sensitive to identity, cultural, or personality-based factors affecting leadership confidence

WAYS TO ADD VALUE

- Share stories of when you struggled with leadership confidence, and what helped
- Reflect back where you see them already demonstrating leadership (even if they don’t)
- Offer guidance on managing upwards, what works and what to avoid
- Introduce a simple model or framework for influencing senior stakeholders (e.g. SBI, SCARF, or stakeholder mapping)

ACTIONS TO ENCOURAGE

- Help them define 3 words they want to be known for as a leader
- Support them in identifying one opportunity to challenge upwards or lead more visibly this month
- Encourage them to ask a trusted colleague or manager for feedback on their leadership presence
- Suggest journaling around: “What would I do differently if I fully backed myself?”

OPTIONAL RESOURCES RECOMMENDED

- **TED Talk:** Brené Brown – The Power of Vulnerability
- **LTT Personal Effectiveness Cards** - a great resource to help you develop the core skills you need to lead with confidence and impact

LOOKING AHEAD TO NEXT MONTH

Next month’s theme is ***Career Acceleration & Readiness for Senior Roles.***

Encourage your mentee to start thinking about what “next level” looks like for them - and what skills, exposure, or mindset shifts might help them get there.