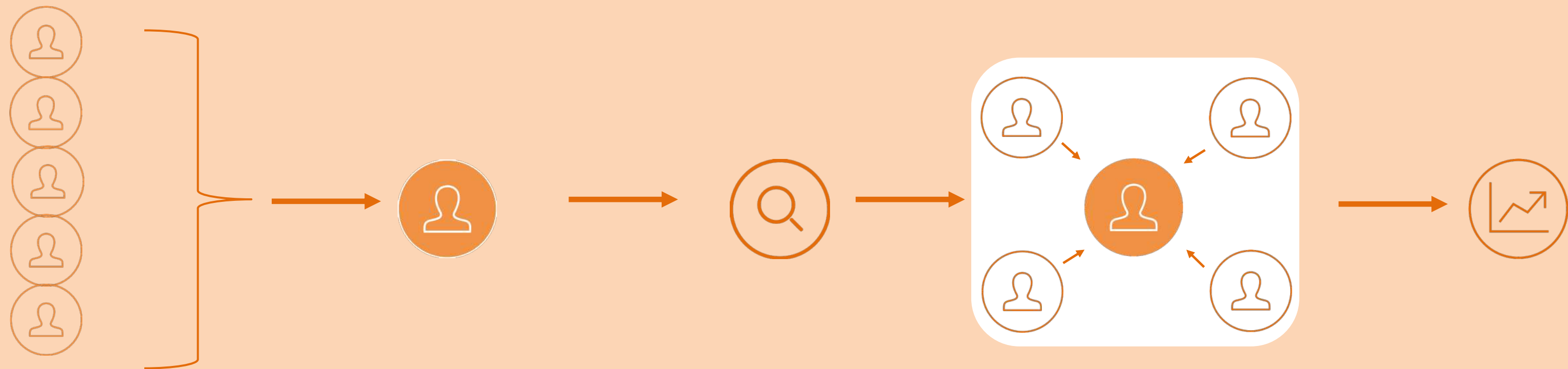


BrainTrust A - Peer Mentoring Circle - 30 min

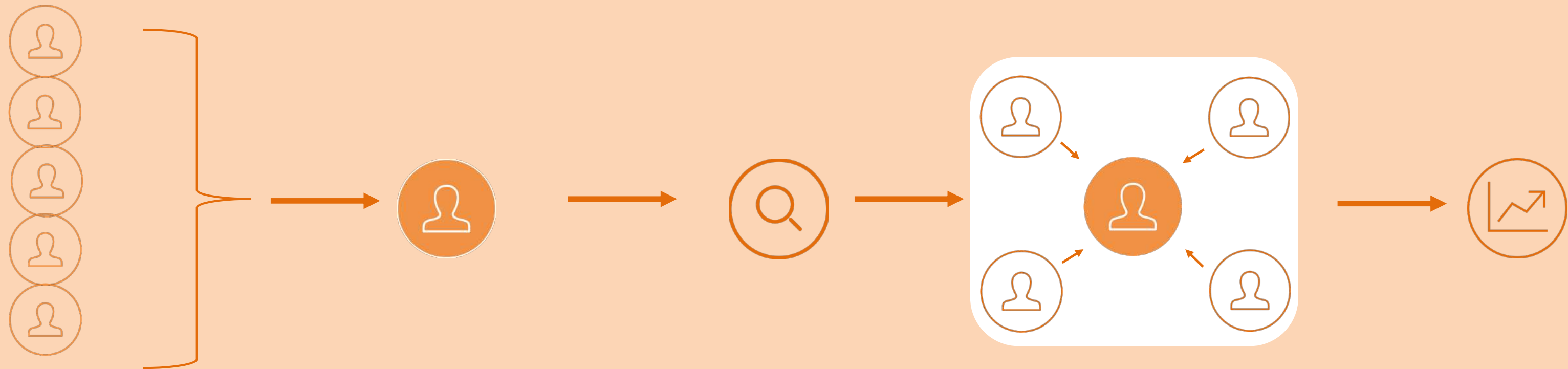


1. Each share one challenge	2. Choose one to solve	3. Ask clarifying questions	4. Share experiences	5. Commit to action
1 min each share	2 min to choose	5 min of questions	7 min sharing experiences	5 min to determine action
<p>Problem - My version of the challenge for me/my team</p> <p>Opportunity - What are the possibilities to impact the business? Use “What If...”</p> <p>Why - is this so important?</p>	<ul style="list-style-type: none">Choose the challenge that will help youBe strategic	<ul style="list-style-type: none">What are the consequences of this decision?What are your obligations?How could the solution align with Bell values and strategic priorities?What could you live with?What have you tried before?	<ul style="list-style-type: none">Say “In my experience....” or "what has worked before..."Avoid “you should” or “you must”	<ul style="list-style-type: none">Be specificHow could you measure success?How do you want to be held accountable?

BRAINTRUST B & C - Themed/Topic Specific - 30 min

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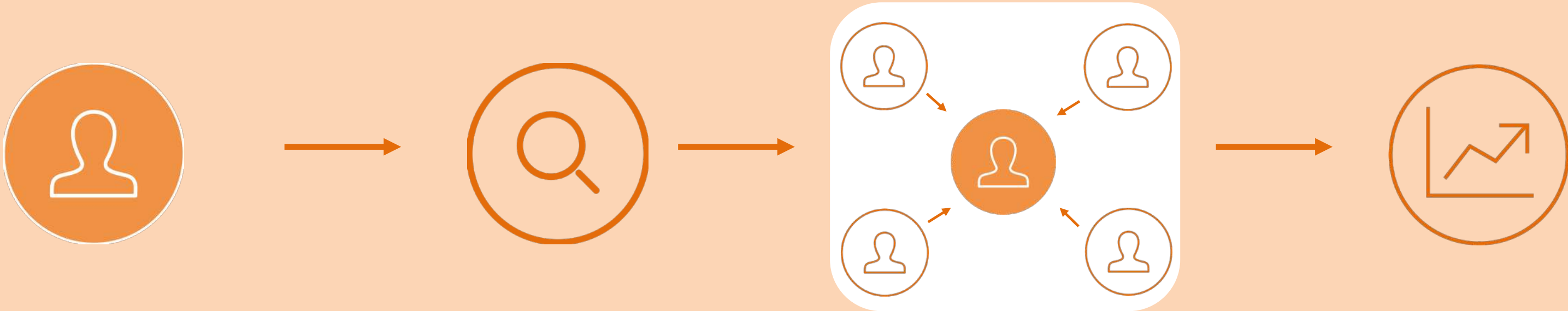
Participants focus on a pre-determined topic identified together or by the organizer of the BrainTrust



1. Share my priority challenge within the pre-determined topic	2. Choose priority challenge	3. Ask clarifying questions	4. Share experiences	5. Commit to action
1 min each share	2 min to reflect	7 min of questions	7 min sharing experiences	8 min to determine action
<div><div>• P – Problem - share my priority challenge related to the topic</div><div>• O - Opportunities – What are the benefits to solving my primary challenge for me/team/ business? Use “What If...”</div><div>• W - Why is this so important</div></div>	<div><div>• As a group, choose the priority challenge to solve</div></div>	<div><div>• What resources are available ?</div><div>• Who has what role/responsibility?</div><div>• What are the expectations of others?</div><div>• What was tried in the past?</div><div>• What is the timeline?</div><div>• What is the ripple effect?</div><div>• What are the unintended consequences of choosing this priority?</div><div>• How does solving this challenge align with our values?</div></div>	<div><div>• Say “In my experience....” or "What I have seen that works is..."</div><div>• Avoid “you should” or “you must”</div></div>	<div><div>• What are the top-3 actions?</div><div>• What does success look like?</div><div>• With whom do I want alignment?</div><div>• How do you want to show up as a leader?</div></div>

BRAINTRUST D- Individual Reporting – 30 min

Eg: 6 Participants focus on sharing their progress – 24 mins



1. Share my priority challenge and progress	2. Ask clarifying questions	3. Share experiences	4. Commit to action
1 min each share = 6 mins	1 min of questions per challenge = 6 mins	2 shares per challenge = 6 mins	1 min per person to determine action = 6 mins
<ul style="list-style-type: none">• P – Problem - share my priority challenge• O - Opportunities – share my progress (I.e. opportunities to solve my challenge)• W – What's my way forward?	<ul style="list-style-type: none">• What resources do you need?• What's getting in the way?• What is the timeline?• What have you tried?• What are the unintended consequences of choosing this priority?• How does solving this challenge align with our values?	<ul style="list-style-type: none">• Say “In my experience...” or "What I have seen that works is..."• Avoid “you should” or “you must”• Take turns so everyone shares their experience	<ul style="list-style-type: none">• What are my top-3 commitments?