

The Mentoring Circle



Small group. Big growth. Real impact.

A new, innovative mentoring experience from the NWIR Mentoring Committee.

Program Structure

This mentoring circle is designed as an alternative to the traditional one-to-one mentor/mentee model. Instead of relying on a single perspective, participants gain access to a small-group, peer-to-peer experience with exposure to a variety of experienced mentors and leaders. This approach creates a more dynamic and well-rounded learning environment, where participants can hear different viewpoints, share openly, and grow through both guidance and connection.

Each monthly session over our 6-month journey is a 2-hour experience designed to build connection, confidence, and growth:

- **Monthly Topic:** Intentionally sequenced to build on the previous session and support continuous development
- **Guest Spotlight:** Insight and Q&A with an experienced industry leader, offering real-world perspective
- **Peer Roundtable:** Open, peer-to-peer discussion focused on shared experiences and collaborative problem-solving

Progressive Learning Journey

This program is built as a journey—one that starts from the inside out. We begin with strengthening your foundation, then move into how you communicate, lead, show up, and connect, so by the end, you're stepping into your career growth with confidence, clarity, and intention.

Month 1:

Mental Health & Resilience

Build a strong personal foundation by developing self-awareness, stress management strategies, and resilience to navigate challenges in both work and life.

Month 2:

Effective Communication

Strengthen communication skills, including active listening, clarity, and confidence in conversations to foster better relationships and collaboration.

Month 3:

Leadership Development

Explore what it means to lead—formally or informally—by building trust, accountability, and the ability to influence and inspire others.

Month 4:

Personal Branding

Explore what it means to lead—formally or informally—by building trust, accountability, and the ability to influence and inspire others.

Month 5:

Strategic Networking

Develop authentic networking skills to build meaningful relationships, expand opportunities, and create a supportive professional community.

Month 6:

Career Pathways

Align personal goals with actionable career strategies, explore growth opportunities, and create a clear plan for future advancement.

Benefits of the Mentoring Circle

- **Safe, trusted space** for real conversations and shared experiences
- **Small-group connection** that builds meaningful relationships and community
- **Exposure to multiple mentors and leaders** for diverse perspectives
- **Increased confidence** in communication, leadership, and visibility
- **Clarity and direction** to take intentional next steps in your career

Registration Information

This is a private, cohort-based program with **15 spots** to maintain a meaningful small-group experience. Registration closes once the cohort begins, with new groups opening every six months. *The only exception is for those enrolled in the 1:1 mentoring program, who may join the circle while awaiting a mentor match.*