Small Giants
COMMUNITY

sounding board

A mentorship program that pairs you with a tenured Small Giants leader to help you through challenges, navigate workplace relationships, offer guidance, share wisdom, and simply listen.



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What is Sounding Board?

All leaders benefit from guidance from experienced mentors, but it can be difficult to find someone who shares your philosophies about how to lead in a purpose-driven business. Sounding Board is a mentorship program that allows you to share your ideas, challenges, and questions with someone who may have similar experiences to you, but has a perspective outside of your company. In these structured, monthly one-on-one meetings, your mentor will help you build and confirm your personal vision, collaboratively problem-solve day-to-day issues, create a sense of personal accountability, and deepen your servant leadership practices.

While there are many wonderful programs out there, what's unique about Sounding Board is that the mentors are all practitioners. This means they have been there, done that. They're just further along in their leadership journey and are able to work on the business, instead of in the business, and can give back and support others. They also always share from their own personal experiences. Secondly, all mentors are aligned with the Small Giants philosophy so they're like-minded and like-hearted.



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Timeline

Meet with Small Giants Team

The first step in the process is connecting with the Small Giants Team via Zoom. On this call, we will talk through your personal and company values to ensure alignment with the Small Giants philosophy. Keeping people, purpose, and culture at the center of mentorship is what makes the Sounding Board program so unique! We will also get to know you as a whole person. In learning more about you, your goals, and your challenges, we will be able to make a stronger pairing between you and your mentor.

Fill out our application

If we all agree Sounding Board is a great fit for you, it's time to complete an application. This short form will help us get to know you better and it confirms your participation in the program.

Smile for the camera!

Once the Small Giants Team feels we have a good pairing in mind, you and your mentor will have a chance to connect, get to know one another, and feel out if it's the right match. We ask for your open and honest feedback after this introduction call.

Schedule your first meeting

Once both mentor and mentee give us a thumbs up, you're free to set up your first monthly meeting and get the ball rolling!

Keep it goin'!

Keep the meeting cadence consistent for your 12 months of mentorship. Throughout the year, the Small Giants Team will check in to see how it's going. As your year comes to a close, we will meet with you to discuss how it went and if you'd like to continue.

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Rules of Engagement

Be authentic

Small Giant leaders are authentic, vulnerable, and trusting. This mentorship relationship is a safe, confidential space for learning and growing.

Get to know each other

We recommend that both the mentor and leader check-in personally and professionally each month so you can build a relationship.

Keep the meeting cadence consistent

We recommend you schedule your monthly meetings on the same day/time. If you have to reschedule one of your calls, give your mentor as much of a heads up as possible and they'll do the same.

Come prepared

As the mentee, the onus is on you to bring the topic to the table. Come prepared with a challenge to tackle!

Honor communication preferences

For questions between meetings, please share your preferred mode of communication - email, call, text, or all of the above.

Be candid

Share your challenges — no challenge is too big or too small.

