

GLIMPSES OF THE MENTORA LIFE JOURNEY

STEP 1: ONBOARDING

1.1 Take Mentora's 5 Core Energies Self-Assessment (15 min)

Hitendra's book *Inner Mastery, Outer Impact* introduces readers to the 5 Core Energies of Purpose, Wisdom, Growth, Love, and Self-Realization. For each of these 5 Energies, the book lays out 5 stages that lead over time to mastery along that Energy.

The 5 Core Energies self-assessment is a 15-min exercise that will help you understand:

- 1) How actively are you expressing each of the 5 Core Energies today?
- 2) How well-developed are you in each of the 5 stages of Purpose? Of Wisdom? Growth, Love, and Self-realization? Where are your biggest gaps today?
- 3) How much in balance are you along:
 - a) Activating vs. Centering Energies?
 - b) Purpose vs. Performance vs. People?

The assessment will help you clarify where you want to invest in your personal and professional growth to help you pursue success in life and leadership.

1.2 Do a Goal-Setting Session with a Mentora Coach (45 min)

Review your 5 Core Energies Self-Assessment results. Define your key growth goals for the first 6 months of your M.LIFE journey. Identify the right actions you can take to advance these goals.

1.3 Optional – Read Chapters 1 and 2 of *Inner Mastery, Outer Impact* (60 min)

Alternatively, take a 60-min video class on Mentora's digital learning platform LiFT, on *Leading from Your Inner Core*.

M.LIFE has been inspiring and practical. Each member is accomplished and deeply thoughtful. Our discussions in our monthly group sessions as well as 1:1 have helped me gain broader perspective and have led to some practical experiments in my life that are making me even more effective as a husband and dad and as leader.

T. SEAN MCKEAN
Partner, ghSMART, Columbia Business School ('12)



1.4 Participate in a M.LIFE Orientation Session (virtual, 90 min)

Join other new members and Mentora facilitators in a joyful, reflective, connected space to onboard yourself on the path you will take in M.LIFE:

- Our shared quest
- Our shared framework, language, and values
- The purpose and significance of your Growth Partner Circle
- Our shared norms and commitments
- A daily practice for all M.LIFERs
- How we will bring out the best in each other
- Measuring your progress
- Where to go for guidance, support, feedback, and more

1.5 Join Mentora's online Circle community

To support your community building, connection with fellow truth-seekers in the Mentora network, and access to Mentora content, you're invited to join our online Circle community. On this platform, you can look up other members, access all Growth Steps and resources, keep track of events and meet-ups, and enjoy (and contribute to) our shared treasures.

STEP 2: JOINING YOUR GROWTH PARTNER CIRCLE (2 hours)

In this session, you will meet* with your Growth Partner Circle and engage in a set of activities to accelerate and deepen trust, connection, and alignment across the group. You will all be guided by a Mentora facilitator.

The intention of this session will be for all partners to attune themselves to the best in one another, uncover each other's personal journey, start building a space for deep reflection and sharing, and align on how you will all come together in the months ahead (dates, times, locations).

* You will meet in person (for in-person Growth Partner Circles) or virtually (for virtual Growth Partner Circles).

GROWTH PARTNER CIRCLE MEET-UPS (Fortnightly or Monthly)

Your Growth Partners and you will decide when and where you meet. Most groups meet monthly for 2-3 hours at a mutually convenient time. It is recommended that members arrive at a regular cadence for their meetings, i.e., the last Friday of each month.

In a typical month, 50% of the time would be dedicated for open-ended, free-form topics and check-ins, and the other 50% would be focused on a structured activity from the Mentora Circle Library.

By ‘open-ended’ time we do not mean that there is no facilitation or guidance for how you will all use that time — it just means that there is no theme or topic associated with it. That said, our research and experience at Mentora has revealed a structure that’s most valuable for how to use this time. It involves having each person in the group get a dedicated 10 min for having everyone in the group focus on that person — to be in service of them. Mentora facilitators are trained to help you come

together with your partners and engage in this free-form, yet structured approach to go deep and support one another in the ways that are most personally meaningful to each member of the circle.



I feel we’re poised for a reset in terms of how we show up for ourselves, each other and the world. There’s an opportunity to find ways to develop in ourselves and model and inspire others to develop more transformational leadership. Where we’re tapping into the inner infinite potential we each have and support that in others to collectively unleash a greater good... It’s been a real pleasure to be a part of this founding group. What’s been most inspiring for me is there’s a group of people who have a shared view of wanting to do the work individually and collectively around the inner discovery to enhance our opportunity to do better for others and in the world, which clearly needs it.

SUKANYA SODERLAND

SVP, Chief Strategy Officer, Blue Cross Blue Shield of Massachusetts, Harvard Business School ('08)

EXAMPLES: GROWTH PARTNER CIRCLE STRUCTURED ACTIVITIES

Here are examples of structured activities from the Mentora Circle Library. The library contains 30+ sessions that offer structured group activities on different topics.

1. Ways of Knowing: Gaining Answers to the Hard Questions

How do I answer the hard questions in life, such as who I am at my core, and what I am meant to manifest in the world? How do I make critical choices when every alternative comes at a big cost? How do I separate timeless wisdom from temporary fads in selecting practices that will help me advance my happiness, health, harmony, and high-performance?

Drawing on Chapter 3, “Ways of Knowing”, from *Inner Mastery, Outer Impact*, you will have a soulful discussion with your growth partners on the truth-seeking pathways you have found most helpful in forging your values, core beliefs, and daily practices in your pursuit of success in life and work — and new pathways you want to pursue to create greater clarity and conviction on these foundational questions. By listening to others’ perspectives, you will gain more understanding of some of these pathways you have not tapped in the past, and how you can make them an integral part of your approach to truth-seeking.

2. Personal Journeys: Sharing Personal Stories that Instruct and Inspire

Stories have, since time immemorial, been a key force in the transmission of a community's values from one generation to the next. Storytelling is also a way to inspire, guide, and build trust and connection that has been actively used by exemplary leaders, parents, and friends.

At Columbia, every student in Hitendra's *Personal Leadership & Success* class is invited to share a personal journey — a story of their choosing, from their life, that is offered in service of elevating their audience's consciousness. It is one of the most transformational moments in class. Some of these stories have been retold by Hitendra in *Inner Mastery, Outer Impact*.

This Personal Journeys session will serve many purposes. It will give you an opportunity to curate through your life those instances, experiences, chapters, and longer arcs that you see as formative and noteworthy, where your spirit was deeply uplifted and a new insight or strength was gained. You will have the opportunity to test, refine, and finally share this story with your growth partners, and through the experience of doing so, advance your craft of storytelling. You will gain insight and inspiration from your partners' stories. And finally, you will deepen your connection with each other, and discover your shared humanity.



The questions that Hitendra is asking right now, are exactly what I've been asking myself my whole life... the broader question of purpose and how to unite them all was always something I was interested in. This group is serving that purpose and holding me accountable to answering it myself. It's a safe, caring and intellectually driven group... It's really been a wonderful source of support, motivation and congregation during this time.

CLAUDINA BONETTI

Senior Executive & Entrepreneur, Columbia Business School ('96)

3. Growth Advice: Affirming and Advancing Your Character and Leadership

This session is to be done after you and your growth partners have spent some time together, over the course of 3+ months. By now, you would have all had some meaningful experiences together and gained a measure of understanding about one another.

The purpose of this session is to be of service to your partners, to affirm their strengths and help them advance in the areas that could be of greatest value to them. And of course, they would be helping you in this regard as well, so that you grow your self-awareness in meaningful ways as well. You will be guided on how to frame, plan, and deliver your guidance to each of your partners — in a way that will be of greatest value to them. You will also be guided on how to receive and respond to their guidance for you, so you can gain the most from it.

This “feedback” session is one of the most powerful in the Personal Leadership journey participants make at Columbia. You will walk away feeling deeply grateful to your partners for giving you a deeper understanding and motivation about pursuing your growth and creating the conditions for greater success at work and in life.

4. Appreciative Inquiry: Discovering Inner Beauty, Grace, and Strength

Within each of us lies an indomitable spirit, a pure and devotional heart, and a hero waiting to be stirred. Appreciative Inquiry is the discipline of drawing out others’ innate beauty, grace, and strength by engaging in a particular form of inquiry that opens people up to their own hidden gems of experiences, aspirations, and perspectives. When you engage in AI (Appreciative Inquiry!) discussions, people walk away feeling greatly invested in and trusting of each other, so it is a great way to build bonds.

You will engage in several Appreciative Inquiry sessions over the course of your interactions with your growth partners, in the months and years ahead. Early in your time with each other, these AI sessions will focus on broadening and deepening your bonds with each other. Over time, AI will be used more contextually, to help you bring out qualities of one another’s Core in relation to particular events or milestone moments that are being experienced. For instance, a powerful exercise to do at the end of the year is to go around the room and answer the question, “Looking back, what are you most grateful for in what you went through, this last year? And looking forward, what is the one big shift in attitude, habits, or behavior that would make you most happy when you, a year from now, are reflecting on the year that lies ahead?”

5. Forging Purpose: Fusing All Parts of Your Life and Work Into a Unified Direction

This session will give you the opportunity to go deep into your exploration of your life purpose. Ultimately, we may have a thousand desires, a hundred goals, and tens of values, but it helps, in our pursuit of a life well lived, to have one polestar — one integrative, all-illuminating quest that guides our choices and the direction in which we will invest our energy.

For this session, you will be invited to read the Living with Purpose chapter of Inner Mastery, Outer Impact and to do a Mentora reflection exercise on forging purpose in life. You will bring this reflection with you for your growth partner discussion, to share and gain input from partners. You will similarly support them in their reflection, and, through their reflections, gain a rich understanding of the many paths that exist to serve the same end — of living a purpose-driven life.

6. Your Rocks: Making Space for the Things that Truly Count for You

Many of us spread ourselves thin, taking on multiple goals and causes, pursuing wide-ranging interests, and allowing ourselves to get frequently distracted. This session will offer you an

opportunity to identify your non-negotiables — your rocks — and do a cost-benefit assessment of the activities and commitments you've been pursuing, relate these to your life purpose, and make hard but critical calls about letting go of the peripheral to make way for the central.

Your partners will act as a balanced sounding board — and a voice of reason — to help you gain self-awareness on whether you have been falling into commitment traps, motivate yourself to realign your life pursuits, and hold yourself accountable to the conscious choices you make in your pursuit of a meaningful life.

Letting go of the peripheral does not mean you sacrifice your avocational interests, friendships, or intellectual curiosity. Instead, by recognizing what is true to your Core and what isn't, you will make space to bring greater energy and commitment to those interests, relationships, and curiosities that most enrich your life and advance your purpose.



It's been exciting to be a pioneer of an innovative attempt to get people to create.. I've been so inspired by group members' willingness to share their vulnerabilities and inspiring stories.. I've been motivated by the response of our group members to challenges they face, to master my own inner thoughts and reactions to daily life.

JONAH ZIMILES

Managing Principal at [words] Bookstore, Columbia Business School Class of '06

7. Moments of Truth: Advancing Your Leadership By Mastering Small Actions

At the foundation of all we do at Mentora LIFE to advance our success in life and work is a set of 5 Core Energies and 25 Actions (plus 25 advanced Actions). The more you engage in the practice of these Energies and Actions, the more prepared you are to deal with all life circumstances, and all leadership challenges.

Mentora has built a library of micropractice role-plays — simple, focused opportunities to practice how to activate the Energies and Actions in the typical “moments of truth” we encounter in life and work — moments where the stakes are high, and a good outcome seems hard to get to. Where there is a need to address a conflict, or to build trust rapidly, gain buy-in from a key stakeholder, inspire a team, or share something sensitive.

In this session, you will get the opportunity to practice some Mentora role-plays with your growth partners and gain their feedback, to help you rapidly embody certain actions and learn how to use them at work and in life to drive performance breakthroughs.



Participating in Mentora LIFE was a complete leap of faith for me, as I knew very little about it, jumping in at the suggestion of a close friend who joined the same cohort. His simple description of a purpose driven life long growth and meaning resonated with me at time change and transition, both personally and professionally. Having never pursued any sort of thing like this, I am thrilled to learn that these goals can be distilled into a rational practice, and to experience this with a diverse group of peers who brim with intelligence and unlimited decency. I am greatly curious and excited to see where the program takes us!

TIM ROBB
General Counsel, World Insurance Associates

There will be several other Growth Partner Circle sessions (like #5 and #6 above) that will help to guide your growth along the 5 Energies — Purpose, Wisdom, Growth, Love, and Self-Realization. Other sessions will be themed around particular life and work issues, including:

- **Thriving Partnerships:** Approaching Relationships with a Growth Mindset
- **Body as Temple:** Cultivating Health, Longevity, and Graceful Aging
- **Harmony at Home:** Practices That Create Fulfilling Family Ties

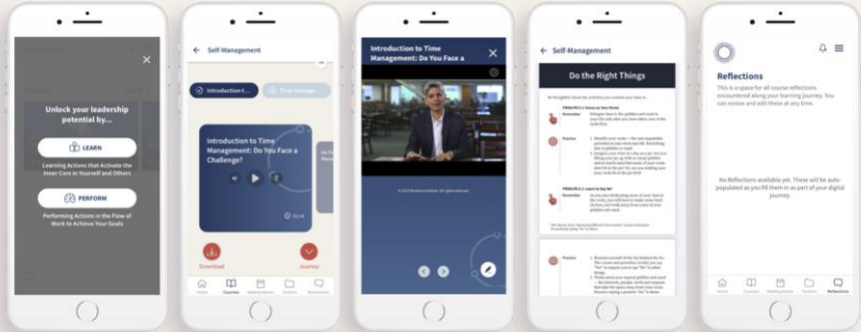
Some Circle sessions will be pre-programmed by M.LIFE. But for other sessions, the topic would be jointly selected by Circle members from within the M.LIFE library. Circle members are also invited to occasionally share their needs and interests with M.LIFE so we can custom-design sessions that will be of the greatest value to you.

CURATED M.LIFE CONTENT AND EXPERIENCES

1. SELF-PACED LEARNING

Classes on Core Energies and Actions

You will have access to Mentora’s library of training on living and leading from your Inner Core, activating your 5 Core Energies, and using simple Actions to express these Energies and activate them in others.



Sample Actions on which you will gain training include:



PURPOSE

1. Uncover and Appeal to Values
2. Establish a Positive Intention
3. Reaffirm and Re-express
4. Push Pull Pause Pivot
5. Embark on a Hero's Journey



WISDOM

1. Understand then Act
2. Create the Right Frame
3. Shift Mindsets
4. Disarm
5. Fuse Opposites



GROWTH

1. Form Growth Partners
2. Practice the Growth Mindset
3. Grow from Adversity
4. Solicit Advice
5. Acknowledge (Apologize) Adjust



LOVE

1. Empathize
2. Appreciate
3. Affiliate
4. Build Human Connection
5. Express Thoughtfully



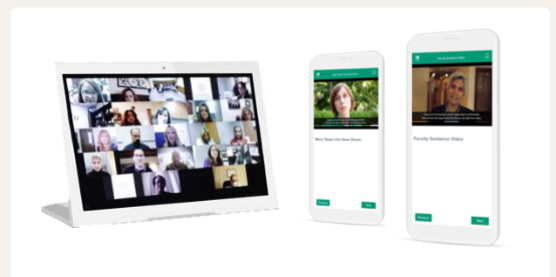
SELF-
REALIZATION

1. Get Centered in Your Core
2. Affirm a Core Identity
3. Spark Joy
4. Activate Your Intuition
5. Re-Center and Re-Enter

Leadership Gym

The Leadership Gym is a unique library built by Mentora to help you practice and embody the Core Energies and Actions based on typical situations we face at work and in life.

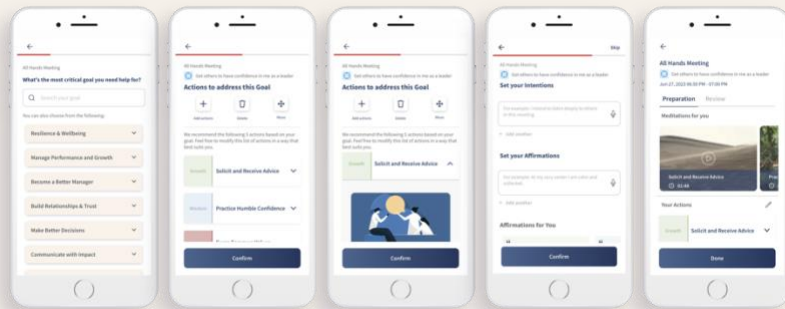
In the Gym, you will have the opportunity to engage in 5-min video-based role-plays and gain fast-feedback.



You will be able to select which Actions you want to focus on and be able to calibrate your performance against that of an expert so you can keep growing with every practice.

The Leadership Gym is an excellent way to get yourself to embody the Mentora Energies and Actions and prepare yourself to use them in your real-life “moments of truth”.

LiFT: Achieving Breakthrough Performance in the Flow of Life and Work



LiFT — Leadership-in-Flow Technology — is Mentora’s pioneering digital platform to help you plan, prepare, and perform the right Energies and Actions in your high-stakes moments every week. It creates measurable, accelerated improvements in how you perform and the outcomes you generate, by helping you bring out the best in yourself and the best in others. You can read more about LiFT in the brochure in this [link](#). The research behind LiFT and its performance impact as experienced by 150 executives across a variety of roles and industries is being published as a cover-page article in Harvard Business Review in early 2024.

2. A SHARED PRACTICE: The Core Review

At Mentora LIFE, we commit to doing a 10-min exercise every day, the Core Review*. This helps us stay anchored in our Core, attuned with our Inner Voice, well-calibrated on our character, and reflective about our leadership. It allows us to make course-corrections in our life direction if we find ourselves swaying too far from our ideals. The Core Review gives you the flexibility to integrate your own form of meditation, prayer, or other contemplative practice as a centering step that is then followed by this 10-min Core Review practice.

* You may read about The Core Review on page 178 of *Inner Mastery, Outer Impact* or in the following [book excerpt](#).

3. QUARTERLY TALK SERIES

Talk-series events feature a distinguished guest speaker in a confidential environment. The guests we will invite for these quarterly talks will be drawn from Hitendra's Intersections podcast series—a diverse set of thought leaders, changemakers, world champions, and exemplary human beings.



If you have any questions, please reach out to mentoralife@mentora.institute.