



NatAlli Module

Leadership



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Co-funded by
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01

Welcome!



Welcome to the Leadership Module!





Why this matters?

Leadership can be an abstract notion but is crucial for entrepreneurship as it drives innovation, growth, and success in today's dynamic business landscape. Entrepreneurial leaders provide clear vision, make informed decisions, inspire teams, and navigate challenges effectively.

This module focuses on building soft skills such as resilience, enhancing self-confidence and motivation, self-reflection and evaluation as well as goal setting.

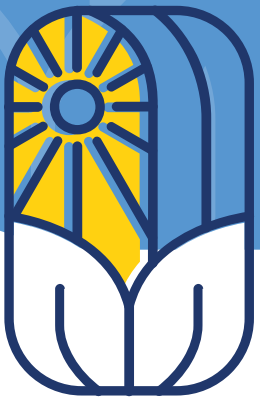
Learning Objectives

By the end of this module, you will:

-  Recognise the role of mentorship in empowering growth into leadership.
-  Understand how to guide mentees in identifying their leadership style.
-  Apply mentorship techniques in facilitation and providing constructive feedback.
-  Mentor with confidence and openness.

02

Theory



Defining Leadership

- Leadership is the ability to inspire, guide, and influence others to achieve shared goals.
- Though consisting of many different traits, the core components of leadership tend to be recognised as: **self-awareness, adaptability**, strong **communication** and **collaboration** skills, and effective **decision-making**.
- In today's tech-driven economy, leadership's **soft skills** like creativity, resilience, and critical thinking are as essential as technical expertise.

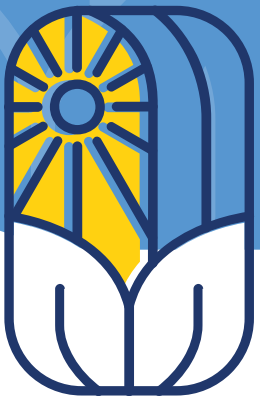


Why leadership is crucial for your mentees

- Ukrainian women bring **diverse skill sets, resilience, and innovative thinking**, making them valuable contributors to economic growth and social progress.
- Their **adaptability** and willingness to embrace new career paths position them to thrive in today's fast-changing job market, where continuous learning and skill development are essential.
- **Self-awareness** is critical to leadership, empowering women to identify their strengths, set personal goals, and take on greater responsibilities.
- Developing **leadership and management skills**—such as decision-making, conflict resolution, and team building—enables women to navigate new environments, seize opportunities, and lead effectively.

03

Food for Thought
Reflection Exercise



Food for Thought

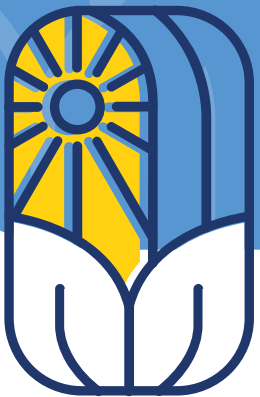
Reflect on and write down:

- What personal experiences have shaped your leadership style and values?
- How do you demonstrate emotional intelligence in your own leadership, and how can you encourage your mentee to do the same?



04

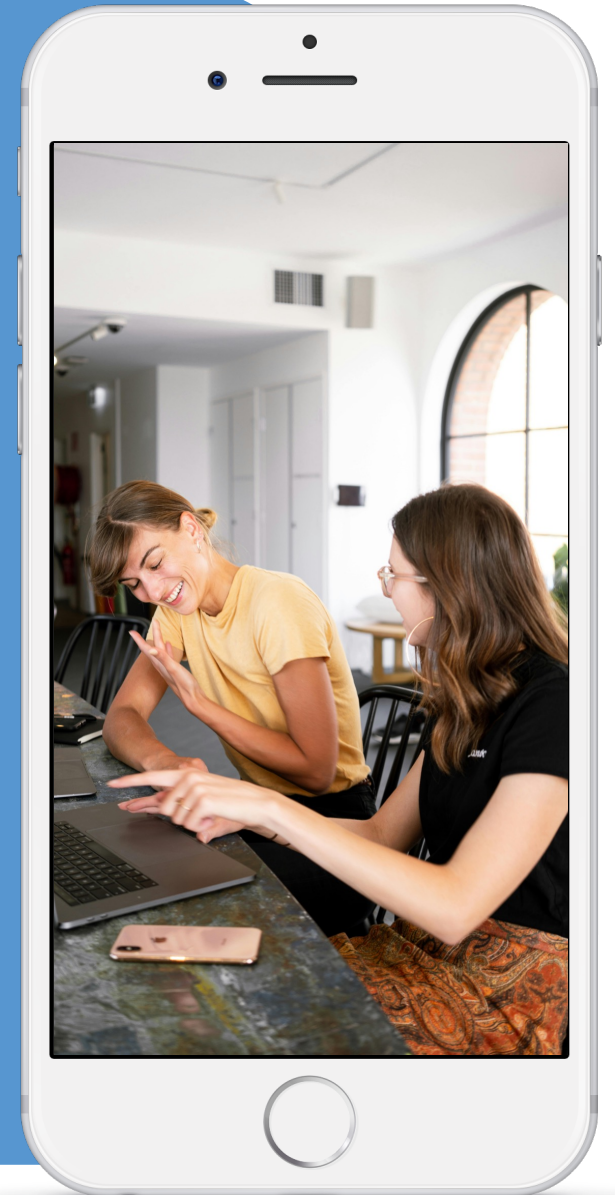
Tools



Guiding Personal Leadership Discussions

This section introduces approaches for exploring leadership styles and their impact. The goal is to guide your mentee in identifying their unique leadership style, understanding its strengths and limitations, and reflecting on their personal values as a leader.

By learning from mentors who have faced setbacks and emerged stronger, mentees can develop a resilient mindset and approach challenges with confidence. By using these conversation guides and tools, mentors can foster deep, meaningful discussions about leadership, helping mentees grow into effective, thoughtful, and adaptable leaders.



How to use the Personal Leadership tools

- **Define leadership together:** Ask open-ended questions like, “*What qualities make a great leader?*” or “*Who inspires you as a leader and why?*” Discuss different leadership styles and help your mentee identify which resonates most.
- **Share personal experiences:** Share your own leadership journey, including challenges, failures, and successes, to humanise the process and encourage growth through reflection.
- **Identify leadership skills:** Help your mentee assess their current strengths and weaknesses. Tools like 360-degree feedback can support this process.
- **Discuss emotional intelligence:** Talk about managing emotions, building empathy, and handling stress in leadership.
- **Provide practice opportunities:** Suggest informal leadership roles or projects where your mentee can apply their skills in real-world settings.
- **Explore ethics and accountability:** Reflect on values-based leadership and the importance of taking responsibility for decisions and actions.



Example Tools

Daniel Goleman's Six Leadership Styles

Harvard Business Review

1

8 Common Leadership Styles

Indeed

2

Dare to Lead podcast

Brené Brown

3

Tools for Developing Soft Skills

The **Soft Skills Tools** are designed to help mentees build essential qualities such as self-confidence, motivation, goal-setting, and resilience. These tools aim to strengthen mentees' ability to navigate challenges, maintain motivation, and create personal resilience, even in times of crisis.

1. **Self-confidence and motivation tools:** Help mentees boost their confidence and motivation through goal-setting exercises.
2. **Goal-setting tools:** Focus on creating clear, actionable goals using the **REAL goals framework** to align mentees' personal and professional objectives.
3. **Building resilience:** Equip mentees with practical exercises (e.g., visualisation techniques and resilience-building strategies) to strengthen their capacity to overcome setbacks.



How to use and incorporate these tools

- **Self confidence & motivation**

- Use exercises such as vision board creation to visualise goals and aspirations, fostering alignment and motivation.
- Apply tools to identify and set **REAL** goals that keep the mentee focused and motivated.

- **Goal-setting**

- Guide the mentee through goal-planning sessions, helping them break down long-term goals into manageable steps that can be refined as the mentee progresses.

- **Building Resilience**

- Implement exercises that challenge mentees to adapt to new situations, such as role-playing or problem-solving exercises in group settings.
- Encourage journaling prompts to help mentees reflect on their emotions and strategies for overcoming challenges.

Building Resilience Exercise

This exercise builds resilience by helping mentees develop the ability to bounce back from setbacks. It uses affirmations, visualisation, and problem-solving exercises to strengthen emotional resilience and confidence.

How to Use:

- 1. Prepare:** Introduce the concept of resilience and its importance for entrepreneurship and leadership.
- 2. Visualisation & Affirmations:** Guide mentees through visualising overcoming obstacles and create affirmations to face fears.
- 3. Problem-Solving Exercise** (e.g., "Resilience building exercise" – see toolkit p. 37): Mentees create a support network using role cards to represent community members with different skills. Groups brainstorm solutions to challenges and present strategies.
- 4. Debrief:** Discuss the experience, challenges faced, and solutions identified. Reflect on the role-playing's connection to real-life situations and building resilience.

Benefits:

- Builds creative problem-solving skills and adaptability in challenging situations.
- Increases confidence through practice in a supportive environment.



Example Tools

1

Building Confidence & Resilience Exercise

Toolkit Restart (p. 127)

2

Goal Planning

Toolkit Restart (p. 15)

3

How to build resilience as your superpower

TEDx Talks, YouTube

One mentor described working with a mentee who lacked confidence in her abilities. Through discussions and activities like goal-setting, identifying achievements and areas for improvement, the mentor helped her recognise her unique skills and potential. As the mentee became more aware of her capabilities, she began to take on more responsibilities at work. This self-awareness empowered her to pursue leadership roles in her work, boosting her career and improving her self-esteem.

Mentor Interviewee

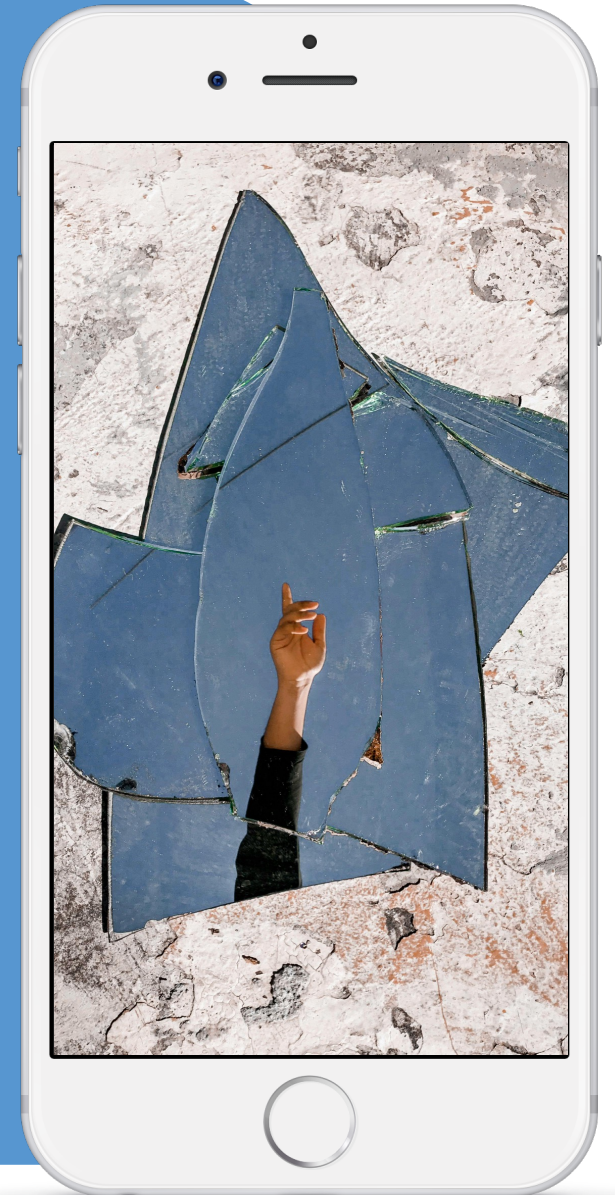


Self Evaluation & Reflection Tools

Meyers Briggs Type Indicator (MBTI) provides insights into personality preferences and how they influence leadership style.

Leadership self-assessments help identify leadership competencies and areas needing growth, offering a comprehensive view of strengths and development needs.

These tools facilitate personal growth and leadership development by encouraging self-awareness and continuous improvement. The goal is to help the mentee evaluate their leadership strengths and identify areas for growth.



How to use these tools

- **Complete Self-Assessment**
 - Guide your mentee to take the Leader's Edge 360 Self-Assessment to evaluate leadership competencies and areas for improvement.
- **Reflect on Personality:**
 - Encourage your mentee to complete the MBTI to understand their personality preferences and leadership style. Have your mentee use a journal to reflect on their daily behaviour and leadership impacts, focusing on real-world entrepreneurial settings.
- **Seek Constructive Feedback**
 - Encourage your mentee to ask for specific feedback from peers, colleagues, and mentors to identify blind spots and enhance their leadership development.



1

Leadership Self-Assessment Survey

Leader's Edge 360

2

Myers Briggs Type Indicator Assessment

16 Personalities

3

Leadership Self-Assessment

Harvard Business School



One mentor recounted working with a mentee who aspired to become a manager within her company. The mentor provided targeted coaching on leadership principles and practical management strategies. They worked on developing key skills such as decision-making, conflict resolution, and team building.

Mentor Interviewee





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Regenerative Alliances

Thank you

Please contact Nelli Scharapow for more information:

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