E3 Leaders Lunch & Learn
Building Your Personal Board of Directors

Instructions

- This is your space to reflect on the people who support your leadership journey.
- For each person, fill in the fields below to get clear on their role, how you engage with them, and where you might have some gaps.
- Not sure where to start? Definitions and examples are on the next page.
- You don't need a full board today—just start with who's already in your corner. The rest will come.

Name						
Role What type of role do they play in your support system? (e.g., Mentor, Coach, Sponsor, Advisor, Peer, Advisor, Other)						
Relationship How would you describe your connection? Personal? Professional? Formal? Informal?						
Focus What's their area of strength, and how do they help you grow? (e.g., strategic thinking, emotional support, career advice...)						
Years Known / Years in Role Roughly how long have you known them? / How long have they actively supported you?						
Compensation Is this a paid relationship? Or is their support offered informally (e.g., in exchange for time, partnership, mentorship)?						
Engagement How do you engage with them? Structured (weekly, monthly)? On-demand? What expectations or boundaries are in place?						
Engagement When did you last connect in a meaningful way? How is that relationship serving you?						

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Role	Mentor	Advisor	Sponsor	Personal Coach	Team Coach	Confidante	Peer
Description	Provides guidance and wisdom based on personal experience, helping you navigate both personal and professional growth.	Offers expert advice in a specific domain, helping you make informed decisions based on deep knowledge or specialization.	Uses their position and influence to advocate for your growth and open doors to opportunities that might otherwise be out of reach.	Supports your growth through structured coaching conversations, helping you build clarity, skills, and momentum.	Works with teams to improve dynamics, alignment, and collaboration, enabling high performance and a healthy team culture.	A trusted person you can turn to for honest reflection, emotional support, and a safe space to share without judgment.	Someone who shares similar challenges or experiences, offering mutual support, perspective, and growth alongside you.
Relationship	Typically long-term, evolving over time; often informal but grounded in mutual respect.	More formal and often task-specific, with clear expectations and deliverables.	More formal and based on the sponsor's ability to leverage their position and network.	Formal, structured, short-term / ongoing, sessions aimed to achieve measurable outcomes.	Group coaching sessions, workshops, and interventions designed to enhance team synergy	Deeply personal and built on trust, respect, and discretion.	Equal and reciprocal, often informal and evolves as peers progress through similar stages.
Focus	Broad development across career, mindset, leadership, and life transitions.	Targeted strategy, decision-making, or project-based challenges.	Career advancement, visibility, and opportunity creation.	Goal setting, skill development, mindset shifts, and personal leadership effectiveness.	Team cohesion, communication, alignment, and engagement.	Emotional resilience, self-awareness, and personal clarity.	Shared learning, accountability, and encouragement.

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