

Peer-to-Peer Mastermind Format (Team of 5)

Purpose: Solve real challenges quickly, promote ownership, and develop leadership capabilities across the team.



Session Frequency

- Weekly or bi-weekly
- 30 mins per session
- 1 challenge owner per session
- Rotate roles and ownership



SESSION STRUCTURE (30 Minutes)

◆ 1. Centre the Team (2 mins)

- Quick grounding (deep breath / mindfulness moment)
- Reaffirm ground rules: Respect time, no judgment, listen deeply, be concise.

◆ 2. The Challenge Share (5 mins)

Challenge Owner briefly shares:

- What's the challenge?
- Why is it important?
- What have you tried?
- What outcome do you want?

◆ *Facilitator prompts for clarity but holds advice/questions until later.*

◆ 3. Clarifying Questions (5 mins)

- Group asks focused, open-ended questions
- **No advice yet** — only understanding the problem more deeply

Prompt examples:

- "What does success look like?"
- "What's stopping you?"
- "Where else have you seen this work?"

◆ 4. Rapid-Fire Idea Storm (10 mins)

- Each of the 4 other members gets **2 minutes** to:

- Offer 1 idea or insight
- Share a personal experience
- Ask a powerful question
- Suggest a shift in mindset or approach

◆ *Owner listens silently — takes notes, no responses yet.*

◆ 5. Owner Reflection + Commitment (5 mins)

- What resonated?
- What action will you take this week?
- What support do you need?

◆ *Facilitator assigns an accountability partner from the group.*

◆ 6. Wrap-Up (3 mins)

- Quick feedback: “What worked well?”
- Rotate challenge owner and facilitator for the next session



Bonus Roles (Optional, Rotate Weekly)

- **Facilitator** – keeps flow tight and energised
- **Timekeeper** – signals transitions
- **Scribe** – notes insights and commitments (can rotate weekly)



Ground Rules for Success

- Be present: phones down, cameras on (if virtual)
- Be brief, be brilliant, be gone
- Assume positive intent
- Confidentiality = Trust
- Focus on possibilities, not problems



Outcomes You'll See

- Quick, focused problem-solving
- Deeper peer connection and support
- Shared leadership development
- Higher accountability and execution

