

# Upstream Learning: Mentorship Beyond Titles

**Upstream Learning: Mentorship Beyond Titles** flips traditional **hierarchy** by enabling senior leaders to learn directly from younger talent. Senior participants gain fresh insights on emerging technologies, evolving workforce expectations, and cultural trends. At the same time, junior mentors develop communication skills, leadership presence, and strategic understanding by guiding senior colleagues. The program fosters mutual respect, curiosity, and adaptive, future-ready leadership across generations.

## CORE PROGRAM MODULES

- 1. Flipping the Hierarchy**
  - Challenge assumptions: anyone can teach, anyone can learn. Explore the mindset needed to engage beyond titles.
  - Unlock insight by reversing traditional power dynamics.
- 2. Emerging Trends Through Fresh Eyes**
  - Gain unfiltered perspectives on technology, culture, and workforce shifts.
  - Navigate how these trends affect strategy, innovation, and engagement.
- 3. Building Mutual Trust and Respect**
  - Develop credibility across generations.
  - Create open, honest, and constructive dialogue.
- 4. Reverse Mentoring in Practice**
  - Juniors guide seniors on current workplace realities in a structured mentoring session.
  - Gain frameworks to enhance influence, perspective-sharing, and relationship-building.
- 5. Adaptive, Future-Ready Leadership**
  - Build capacity for curiosity, agility, and decision-making under uncertainty.
  - Learn to integrate fresh insights into strategic thinking.
- 6. From Insight to Action**
  - Turn frameworks into concrete organizational strategies.
  - Identify opportunities for innovation and impact.
- 7. Reflection & Peer Exchange**
  - Share key takeaways and lessons learned.
  - Build lasting mentorship and cross-generational networks.

## OUTCOMES

### For Senior Leaders:

- Ability to learn from younger talent and incorporate emerging trends.
- Stronger cross-generational relationships and cultural awareness.
- Enhanced curiosity, adaptability, and future-ready decision-making.

### For Junior Mentors:

- Increased leadership presence and influence across the organization.
- Practical experience in mentoring and guiding senior colleagues.
- Enhanced executive-level communication skills, including clarity, persuasion, and active listening.

## PARTICIPANT PROFILE

*For individuals or pairs*

- Early- to mid-career professionals with deep knowledge of technology, culture, and new ways of working who are eager to develop leadership presence and communication skills.
- Senior Leaders and executives looking to stay connected to emerging trends and workforce realities.
- Decision-makers who want to build a culture of curiosity, adaptability, and cross-generational respect.

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## FOR MORE INFORMATION

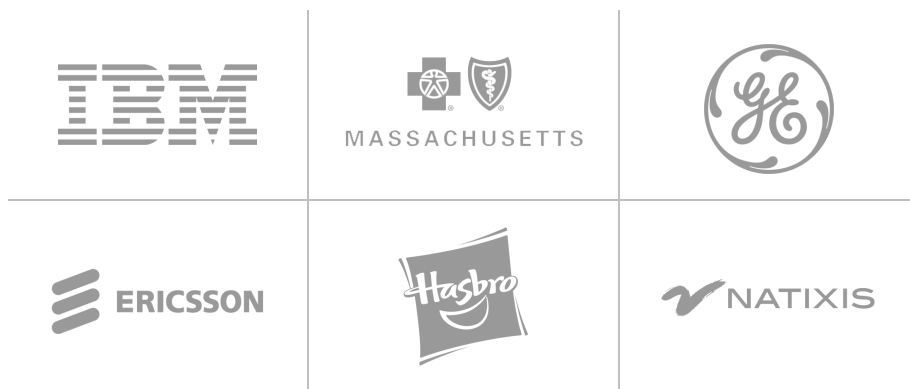
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## WHY NORTHEASTERN EXECUTIVE EDUCATION?

- Active & applied learning techniques to create an impactful experience
- World-class faculty with experience in academia and business
- Project-based work to promote next day applicability and maximize ROI
- Practitioner perspectives to enhance program context and network building
- Cohort model designed to foster peer-to-peer learning
- University-issued digital badges to verify and promote skill-building

## COMPANIES WHO TRUST US



## OUR GLOBAL SYSTEM



## NORTHEASTERN BY THE NUMBERS

13

campuses across North America and Europe

3,500

employer partners

149

Countries where we study, work, and do research

250

business faculty who bring experience from around the world