



Council of Superheroes

Description: Council of Superheroes is groups of four consultants who are in some way *complementary* to one another in practice area or geography. These groups allow participants to tap into multiple minds who are committed to a formal process that accelerates learning. Collaborative members not only work together to solve key challenges, but also form powerful professional relationships. A facilitator* manages each group, ensuring that all members have a meaningful problem solving experience and set forth with both a clear path to address their challenge and an enhanced professional network.

**You can always engage an outside facilitator (Small But Mighty is continually organizing [Master Classes](#) - Council of Superheroes) but this is always a process you can do yourself following the guidelines outline below.*

Create Your Council: Identify those individuals you would like to be on the Council. Limit your Council members to three or four. Start with one peer you know very well and each commit to finding one other consultant.

Duration: Have each Council member commit to a set period - five to seven weeks, depending on participant schedules (One hour video calls per week)

Preparation: Have each Council member answer the following questions.

- Tell us about your business.
- What stage is your business in?
- What is your greatest challenge? Why?
- Have you tried to solve this challenge?
- Has it succeeded? If not, what do you perceive as the barrier?

Meeting #1 - Introductions

1. Declare a facilitator to keep track of time and enforce it.
2. Spend 15 minutes each talking about where your business is and your greatest challenge.

Subsequent Meetings #2-5 – Collaborative Sessions

Each Collaborative Session will focus on an individual member of the collaborative to help them solve their key problem.

1. Declare a facilitator to keep track of time and enforce it using the following session structure:
 - **30 minutes:** Individual council member presents a challenge or question
 - **25 minutes:** Council provides advice
 - **5 minutes:** Focus member makes commitments to change or take action based on feedback