

The background is a dark blue gradient with a subtle pattern of white dots. Overlaid on this are several faint, light-colored circular elements. On the left side, there is a large circular scale with tick marks and numbers ranging from 140 to 260. Other circular elements include dashed lines, solid lines, and arrows, some pointing inwards and some outwards, creating a sense of movement and complexity.

How can we encourage new kinds of  
mentorship and leadership  
development?

## CO-OP MENTORSHIP & LEADERSHIP DEVELOPMENT

<b>Why we need it?</b>	<b>Why we can't do it without it?</b>
Activate members' full capacity	Avoid Burnout
Build trust and innovate	Avoid the Drama Triangle (Hero – Victim – Villain)
Appreciation	Gossip and resentment
Invest in people	Win/Lose situation