




# Module 5: Peer Leadership & Alumni Engagement

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 Tags	

## From Participant to Pillar: Building the Tribe Infrastructure

### Why This Matters

Research across entrepreneurship, education, and community development proves that **peer mentorship and alumni engagement** multiply success and create sustainable change—for **everyone**. When participants become mentors, social capital grows, networks strengthen, and economic mobility increases. This is how Legacy Rising survives: not as charity, but as infrastructure.

<page  
url= "<https://www.notion.so/2cb67bacd22c81a0abfec8b9bce364ed>">Theoretical  
Foundation: Peer-Led Networks</page>

## Module Objective

**REFRAME:** This is not "here's how to engage with the alumni network."

**This is:** "You're already part of it. Now we formalize your role."

Empower participants to step up as leaders, mentors, and community-builders. Build a living, pay-it-forward alumni network that sustains recovery, entrepreneurial growth, and legacy—through tribe, not charity.

## Learning Outcomes

- Recognize that you've been doing peer leadership since Module 1
- Name the leadership you've already shown (Witness, Mirror, Regulator, Executor)

- Co-design the alumni network structure (not receive a handout)
  - Claim your formal role: Mentor, Near-Peer, or Pod Member
  - Complete the Pay-It-Forward Pledge as **graduation threshold** (non-negotiable)
  - Understand: "This is how the program survives without becoming a charity"
  - Build systems for giving and receiving feedback without shame
  - Practice peer coaching skills (asking powerful questions, holding space)
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**Time: ~120-150 minutes**

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## Core Frame

"You are not a spectator. You are a pillar. This program survives through tribe, not charity. **No one graduates without paying it forward.**"

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## Tribe Role: Pillar

### Participant → Pillar transition

This is not optional. This is not a support group. This is **infrastructure**.

Every graduate is either:

- A **Mentor** (for someone 6-12 months behind you)
- A **Near-Peer** (for someone 1-3 months behind you)
- Or in a **Pod** (accountable group of 3-5 people)

**No spectators.**

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## OpenEdX Course Structure

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### Unit 0: The Infrastructure You've Already Built (*20 min*)

**Purpose:** Make peer leadership visible; name what participants have already done.

**Video (10-12 min):** You've Been Leading Since Module 1

Script (essential framing):

"You've been a **Silent Witness** in Module 1—holding space for grief without fixing.

You've been a **Mirror** in Module 1.5—reflecting Builder Types without judgment.

You've been a **Culture Holder** in Module 2—catching shame language and reinforcing dignity.

You've been a **Regulation Backstop** in Module 3—co-regulating with your Regulation Buddy.

You've been a **Momentum Holder** in Module 4—Launch Witnessing without judgment.

Module 5 isn't about learning to lead. It's about **owning that you already are**. This is how we build infrastructure, not dependency."

### Recap each tribe role:

- **Module 1:** Silent Witness (Eulogy, Ritual of Release)
- **Module 1.5:** Mirror (Builder Type reflection, no fixing)
- **Module 2:** Culture Holder (Builder's Code, shame interruption)
- **Module 3:** Regulation Backstop (Regulation Buddy, nervous system support)
- **Module 4:** Momentum Holder (Launch Witness, completion > outcome)

**The progression:** witness → mirror → regulator → executor → **pillar**

### Reading: What Is a Peer-Led Network?

- Research on social capital and economic mobility (Chetty, Putnam, Granovetter)
- Why peer mentorship multiplies success for everyone (not just mentees)
- The difference between charity (dependency) and infrastructure (sustainability)
- How Legacy Rising survives: through the tribe
- Examples of successful peer-led networks (AA, The Phoenix, Recovery Café)

### Written Assignment: Your Leadership Inventory

Answer these questions:

1. **Module 1 (Witness):** When did you witness someone without fixing them? What did that teach you?
2. **Module 1.5 (Mirror):** What did your Builder Type group teach you about difference and wiring?
3. **Module 2 (Culture Holder):** When did you catch shame language in yourself or others? How did you interrupt it?
4. **Module 3 (Regulator):** How did your Regulation Buddy support you? How did you support them?
5. **Module 4 (Executor):** What did being a Launch Witness teach you about momentum and showing up?
6. **Looking forward:** What kind of leader are you becoming? What kind of leader do you want to be?

**Submission:** Leadership inventory (400+ words)

**Discussion Forum:**

*"Share one moment from the program where you showed up as a leader (even if you didn't realize it at the time). Affirm at least 2 others' leadership—name what you saw in them."*

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## **Unit 1: Alumni Panel—"What I Wish I Knew" (30 min)**

**Purpose:** Let alumni share real post-graduation experiences (wins, struggles, lessons).

**Video (20-25 min):** Alumni Interview Series

**Format:** 2-3 alumni interviewed separately (5-7 min each)

**Questions for alumni:**

- What surprised you most after graduation?
- What did you wish you knew before leaving the program?
- How did you stay connected to the tribe?
- What role did you take on? (Mentor, Near-Peer, Pod)

- What's been hardest about life post-program?
- What's been the biggest win?
- What would you tell current participants?
- How has paying it forward changed you?

**Facilitator:** Recruit diverse alumni (different stages, different paths, different Builder Types)

**Reading:** Life After Legacy Rising

- Common post-graduation challenges:
  - Staying connected when life gets busy
  - Balancing new responsibilities with tribe commitments
  - Navigating relapse or setbacks without shame
  - Finding your role in the alumni network
- What helps:
  - Monthly check-ins (even 5 minutes)
  - Asking for help early
  - Showing up imperfectly
  - Remembering: this is infrastructure, not performance

**Discussion Forum: Alumni Q&A**

*"Alumni from past cohorts will be checking this forum. Ask them anything—about staying connected, challenges, wins, advice. Alumni: Share your experiences and support current participants."*

**Facilitator:** Invite 3-5 alumni to actively monitor and respond to this forum for 1-2 weeks.

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## Unit 2: Builder-Quality Feedback (30 min)

**Purpose:** Teach participants to give and receive feedback without shame, fixing, or advice-giving.

**Video (10-12 min):** The Art of Constructive Feedback

- Why feedback is a skill (not natural or easy)
- The difference between feedback and advice
- How to give feedback that builds (not breaks)
- How to receive feedback without defensiveness
- Builder Feedback Framework (see below)

### **Builder Feedback Framework:**

#### **What Builder Feedback IS:**

- Specific (not vague)
- Actionable (not abstract)
- Kind (not brutal)
- Focused on behavior (not identity)

#### **What Builder Feedback ISN'T:**

- Advice-giving
- Fixing
- Judgment
- Comparison
- Shaming

#### **Formula:**

**"I noticed [specific behavior]. Here's what I observed [impact/result]. Have you considered [suggestion]?"**

#### **Examples:**

##### **Bad feedback:**

- "You're not confident enough."
- "You need to work on your pitch."
- "That won't work."

##### **Good feedback:**

- "I noticed you spoke really fast during your pitch. I found it hard to follow the main point. Have you considered slowing down or pausing between sections?"
- "I noticed you said 'I don't know' three times when answering questions. It made me less confident in your expertise. Have you considered saying 'That's a great question, let me think' instead?"

### **Reading: Feedback Best Practices**

- The Feedback Sandwich (compliment → constructive → compliment) is outdated
- Better: Start with permission ("Can I share some feedback?")
- Be specific and timely (within 24-48 hours)
- Focus on one thing at a time (not a list of issues)
- Ask clarifying questions before giving feedback
- Receiving feedback: Listen fully, ask questions, say "thank you" (even if you disagree)

### **Activity: Feedback Practice Pairs**

**Format:** Pairs (facilitator assigns or self-select)

#### **Instructions:**

1. Person A shares something they're working on (pitch, idea, problem)
2. Person B gives feedback using Builder Feedback Framework
3. Switch roles

#### **Prompts for feedback:**

- "I noticed..."
- "Here's what I observed..."
- "Have you considered..."
- "What I appreciated was..."
- "One question I have is..."

**Submission:** Feedback reflection (250+ words)

- What was easy about giving feedback?
- What was hard?
- What did you learn from receiving feedback?
- How will you use Builder Feedback in the future?

### **Discussion Forum:**

*"What's one thing you learned about giving or receiving feedback? What felt different about Builder Feedback vs. advice-giving?"*

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## **Unit 3: Peer Coaching Skills—Asking Powerful Questions (30 min)**

**Purpose:** Teach participants how to coach (not advise) using powerful questions.

**Video (10-12 min):** Coaching vs. Advising

### **The Difference:**

#### **Advising = Telling:**

- "You should do X"
- "Here's what I would do"
- "Have you tried Y?"

#### **Coaching = Asking:**

- "What do you think you should do?"
- "What's one option you haven't considered?"
- "What would happen if you tried Y?"

### **Why coaching works better:**

- People remember their own answers (not yours)
- Builds autonomy and confidence
- Creates lasting change (not dependency)
- Honors their wisdom and wiring

### **When to advise vs. when to coach:**

- **Advise:** When someone asks for specific information or expertise



- **Coach:** When someone needs to figure out their own answer

### **Powerful Coaching Questions:**

#### **Exploration:**

- "What's really going on here?"
- "What do you want?"
- "What's stopping you?"

#### **Clarity:**

- "What would success look like?"
- "What's the real problem?"
- "What do you need?"

#### **Action:**

- "What's one small step you could take?"
- "What will you do? By when?"
- "What support do you need?"

#### **Reflection:**

- "What did you learn?"
- "What would you do differently next time?"
- "What are you proud of?"

#### **Reading:** The Coaching Mindset

- Assume they have the answer (your job: help them find it)
- Get curious, not prescriptive
- Ask follow-up questions ("Tell me more")
- Hold space without fixing
- Celebrate their insights

#### **Activity: Coaching Practice Triads**

**Format:** Groups of 3 (facilitator assigns or self-select)

**Roles:**

- **Coachee:** Shares a real problem or decision
- **Coach:** Asks powerful questions (no advice)
- **Observer:** Takes notes, gives feedback on coaching

**Instructions:**

1. Round 1 (10 min): Person A is coachee, Person B coaches, Person C observes
2. Round 2 (10 min): Rotate roles
3. Round 3 (10 min): Rotate again (everyone gets all 3 roles)

**Observer feedback prompts:**

- What questions helped the coachee think differently?
- When did the coach slip into advice-giving?
- What did you notice about the coachee's energy or clarity?

**Submission:** Coaching reflection (300+ words)

- What was hard about asking questions instead of giving advice?
- What powerful question unlocked something for you (as coachee)?
- What did you learn from observing?
- How will you use coaching in your alumni role?

**Discussion Forum:**

*"Share one powerful question that unlocked something for you. How did coaching feel different from advice-giving?"*

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**Unit 4: Pay-It-Forward Pledge—Graduation Threshold (30 min)**

**Purpose:** Make Pay-It-Forward Pledge a non-negotiable graduation requirement.

**CRITICAL FRAMING:** This is NOT optional. This is NOT a feel-good add-on. This is how the program survives.

**Video (10-12 min):** The Pay-It-Forward Economy

Script (essential):

"This program is free because alumni make it possible. Not through donations. Through showing up.

When you pay it forward, you're not doing us a favor. You're building infrastructure.

This is how Legacy Rising survives without becoming a charity.

**No one graduates without completing their Pay-It-Forward Pledge.** This is the threshold."

**Key points:**

- The difference between charity (creates dependency) and infrastructure (creates sustainability)
- Why "paying it forward" is not optional
- What counts as contribution: time, skill, presence (not just money)
- Stories of alumni who kept the program alive

**Reading:** The Pledge as Infrastructure

- How peer-led networks sustain themselves
- The three pillars of contribution: time, skill, and presence
- Why "no spectators" protects the program
- Examples of meaningful Pay-It-Forward contributions:
  - Mentoring a participant
  - Co-facilitating a module
  - Sharing a skill in monthly circles
  - Offering feedback on curriculum
  - Helping with cohort logistics
  - Showing up to alumni gatherings
  - Recruiting new participants
  - Donating (if able, but not required)

## **Required Assignment: Complete Your Pay-It-Forward Pledge**

**This is your graduation threshold. You cannot complete the program without this.**

**Answer these questions:**

**1. How will you contribute?** (Check all that apply)

- ☐ Mentor a future participant
- ☐ Serve as near-peer for next cohort
- ☐ Join an accountability pod
- ☐ Share a skill in monthly circles (specify: \_\_\_\_)
- ☐ Host a workshop or training (topic: \_\_\_\_)
- ☐ Offer feedback on curriculum
- ☐ Help with cohort logistics (outreach, setup, etc.)
- ☐ Attend monthly alumni circles
- ☐ Other: \_\_\_\_

**2. What can you commit to?**

- Minimum 1 hour per month for 6 months after graduation
- Specify what you'll do and when:

**3. What skill, knowledge, or lived experience do you bring?**

**4. Complete this sentence:**

"I'm paying it forward because \_\_\_\_."

**5. Who will hold you accountable?** (name someone from your cohort)

**Submission:** Completed Pay-It-Forward Pledge (300+ words)

### **Pay-It-Forward Wall:**

All pledges will be posted publicly in the cohort forum. This is your accountability and your legacy.

### **Key facilitator lines (memorize):**

- *"This is how the program survives without becoming a charity."*
- *"You are not a spectator. You are a pillar."*

- *"Builders lift builders. Now you're on the other side of that lift."*
- *"No one graduates without this pledge. This is the threshold."*

### **Discussion Forum: Pay-It-Forward Wall**

*"Post your Pay-It-Forward Pledge here. This is your public commitment. Affirm at least 2 others' pledges. This is how we build infrastructure."*

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## **Unit 5: Co-Designing the Alumni Network (25 min)**

**Purpose:** Participants vote on network structure and nominate peer leads. Ownership transfers here.

**Video (5-7 min):** Building This Together

Script:

- | "You're not joining a pre-built network. You're building it. Right now.
- | This is co-design, not orientation. What you vote for becomes the structure. What you commit to becomes reality.
- | Past cohorts shaped what exists. Your cohort decides what comes next."

### **Why ownership matters:**

- People show up for what they create
- One-size-fits-all networks fail
- Your cohort knows what you need
- This is builder DNA—creating solutions, not waiting for them

**Reading:** Alumni Network Structure Options

**Review the options and vote:**

### **Option 1: Slack/Discord Community**

- Async text-based communication
- Channels by topic (business, recovery, wins, asks)
- Pros: Flexible, accessible, always-on
- Cons: Can feel overwhelming, easy to ghost

### **Option 2: Monthly Virtual Circles**

- Scheduled video calls (1-2 hours)
- Rotating themes (skill shares, problem-solving, wins & struggles)
- Pros: Structured, face-to-face connection
- Cons: Hard to attend if schedules conflict

### **Option 3: Quarterly In-Person Meetups (Houston)**

- Face-to-face gatherings every 3 months
- Include food, skill shares, networking
- Pros: Deep connection, tangible community
- Cons: Geographic limitation, less frequent

### **Option 4: Accountability Pods (3-5 people)**

- Small groups meet weekly or biweekly
- Check-ins, support, accountability
- Pros: Intimate, high accountability
- Cons: Requires consistency, can fizzle without facilitation

### **Option 5: 1:1 Mentorship Matching**

- Alumni matched with current or recent participants
- Monthly or biweekly check-ins
- Pros: Personalized, high impact
- Cons: Requires formal matching system

### **Option 6: Combo** (Specify which combinations work for you)

#### **Activity: Vote & Choose**

Answer:

1. **Which structure do you prefer?** (rank top 3)
2. **What formats would you actually show up for?** (Be honest)
3. **What would make you STOP showing up?** (Red flags to avoid)

4. **Who from this cohort would you nominate as a peer lead?** (Name 1-3 people and why)
5. **What skill or topic could you lead a session on?**

**Submission:** Network preferences + peer lead nominations

**Facilitator compiles results** and shares the voted structure with the cohort within 48 hours.

**Key principle:** The majority vote wins. The cohort owns the result.

**Discussion Forum:**

*"What kind of alumni network would make you keep showing up a year from now? What would you need from the tribe?"*

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## **Unit 6: Mentorship Matching—Expected Progression (25 min)**

**Purpose:** Make mentorship the default, not special status. Every graduate has a role.

**Video (8-10 min):** Mentorship as Infrastructure

Script:

- | "In Legacy Rising, mentorship isn't a prize. It's a progression.
- | Every graduate is either a **Mentor**, a **Near-Peer**, or in a **Pod**. No spectators.
- | This is how we build infrastructure. This is how the program survives."

**The Three Roles:**

**1. Mentor** (for someone 6-12 months behind you)

- You've stabilized post-graduation
- You've got systems, some wins, some failures
- You can hold space and coach (not fix)
- Commitment: 1 hour/month for 6 months
- Check in weekly via text/voice
- Attend monthly mentor training

## **2. Near-Peer** (for someone 1-3 months behind you)

- You just graduated or are close to graduating
- You're still figuring things out (that's the point)
- You share what's working and what's not in real time
- Less formal, more "I just did this" energy
- Commitment: 2 hours/month for 3 months
- Attend near-peer check-ins

## **3. Pod Member** (need more support before giving it)

- You need more community before you can mentor
- You join a 3-5 person accountability pod
- Commitment: Show up for 3 months
- Graduate to near-peer or mentor after pod term

### **Reading:** Mentorship Matching Guidelines

#### **How matching works:**

- Facilitators match based on Builder Types (opposite types often work well)
- Mentors/near-peers can request specific matches
- Pod members are grouped by needs and availability

#### **Mentor/Near-Peer Responsibilities:**

- Weekly or biweekly check-ins (text, call, or video)
- Use coaching questions (not advice-giving)
- Celebrate wins, normalize struggles
- Hold boundaries (you're not a therapist)
- Report to program staff if mentee needs additional support

#### **Pod Member Responsibilities:**

- Show up to pod meetings (weekly or biweekly)
- Share wins, struggles, asks



- Support pod members
- Practice giving/receiving feedback

### **Required Assignment: Claim Your Role**

Every graduate must choose ONE:

#### **Which role are you claiming?**

Answer:

1. Which role fits where you are right now? (Mentor, Near-Peer, or Pod Member)
2. Why this role?
3. What do you need to succeed in this role?
4. What boundaries will you hold?
5. What's your availability? (hours/week, times, format—text, call, video)
6. Who would you like to be matched with? (if you have a preference)
7. What Builder Type should your match be? (same or opposite?)

**Submission:** Role claim + availability (300+ words)

#### **Discussion Forum:**

*"Which role are you claiming? What are you excited about? What are you nervous about? Support at least 2 others in their role choice."*

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## **Unit 7: Module 5 Wrap & Graduation Commitment (15 min)**

**Purpose:** Finalize graduation threshold requirements and celebrate pillar status.

**Video (5-7 min):** You're a Pillar Now

Script:






- | "You entered this program as a participant. You're leaving as a pillar.
- | You've witnessed, mirrored, regulated, executed, and now—you hold others up.
- | This is infrastructure. This is how we survive. This is legacy in action.
- | Welcome to the other side."

### **Reading:** Life as a Pillar

- What changes when you're a pillar (responsibility, visibility, accountability)
- How to balance giving and receiving
- When to ask for help (pillars need support too)
- How to stay regulated while mentoring/leading
- Stories of alumni pillars who transformed the program

### **Final Assignment: Graduation Commitment**

Post to the discussion forum:

1.  **My Pay-It-Forward Pledge** (1 sentence summary)
2.  **My Alumni Network vote** (which structure I chose)
3.  **My Role** (Mentor, Near-Peer, or Pod Member)
4.  **My First Action** (what I'll do in the next 7 days to start my role)
5.  **Who I'm lifting** (tag 1 person from this cohort you're committed to supporting)

**Submission:** Graduation commitment (all 5 items)

### **Graduation threshold reminder:**

**You cannot graduate without:**

1. Completing your Pay-It-Forward Pledge
2. Claiming a role (Mentor, Near-Peer, or Pod)
3. Posting your Graduation Commitment

**This is how the program survives.**

### **Quiz: Module 5 Knowledge Check** (10 questions)

- Multiple choice and short answer
- Questions on peer leadership, infrastructure vs. charity, Pay-It-Forward economy, mentorship roles, Builder Feedback, coaching
- Must score 80% to pass (unlimited attempts)

**Certificate of Completion:** Unlocked when:

- Leadership Inventory submitted
  - Feedback reflection submitted
  - Coaching reflection submitted
  - Pay-It-Forward Pledge completed
  - Network preferences submitted
  - Role claimed
  - Graduation Commitment posted
  - Quiz passed
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## Module Reflection

### Final Reflection Prompt:

*"You entered this program as a participant. You're leaving as a pillar. What does that mean to you? How will you show up differently now?"*

### Closing affirmation (say out loud or write down):

**"I am not a spectator. I am a pillar.**

**Builders lift builders.**

**I'm ready."**

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## Tribe Infrastructure: Alumni Network Systems

### 1. Pay-It-Forward Wall

- Public display of all Pay-It-Forward Pledges
- Updated after each cohort graduation
- Celebrates collective commitment to infrastructure

### 2. Mentorship Matching System

- Facilitators match Mentors/Near-Peers with participants or recent grads
- Based on Builder Types, availability, and preferences

- Monthly check-ins to ensure matches are working

### 3. Accountability Pods

- Groups of 3-5 Pod Members
- Weekly or biweekly meetings
- Facilitated by alumni or peer leads
- Graduate to Near-Peer or Mentor after 3 months

### 4. Monthly Alumni Circles

- Standing monthly meetups (virtual or in-person, based on cohort vote)
- Rotating themes: skill shares, problem-solving, wins & struggles
- Recorded for those who can't attend live
- Open to all alumni

### 5. Alumni Directory

- Searchable database of alumni by:
    - Industry/expertise
    - Location
    - Builder Type
    - Availability for mentorship
    - Skills they can share
  - Alumni opt-in and update profiles
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## Facilitator Tips

- **Enforce the graduation threshold**—no Pay-It-Forward Pledge = no graduation
- **Normalize nervousness about leadership**—everyone feels like an imposter at first
- **Connect to tribe roles from prior modules**—they've been leading all along

- **Use alumni to model**—invite diverse alumni to share real experiences
  - **Celebrate all pledges**—no pledge is too small or too big
  - **Co-design is real**—honor the cohort's vote on network structure
  - **Match thoughtfully**—consider Builder Types, availability, and chemistry
  - **Check in on mentors/near-peers**—they need support too
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## Materials Needed

- Builder Feedback Framework one-pager
  - Powerful Coaching Questions cheat sheet
  - Pay-It-Forward Pledge template
  - Alumni Network Structure Options overview
  - Mentorship Matching Guidelines
  - Role Claim form
  - Graduation Commitment template
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## Add-Ons / Extras

### 1. Alumni Shadowing Program

- Optional: Match current learners with alumni for 1-week virtual shadowing
- Attend calls, review work, see real post-program life

### 2. Peer Mentor Badges & Gamification

- Award badges for giving helpful feedback, coaching, pledges, showing up as leader
- Display badges on learner profiles
- Leaderboard (optional, if culturally appropriate)

### 3. Mentor Training Series

- Monthly training for mentors (coaching skills, boundaries, self-care)
- Topics: holding space, trauma-informed mentoring, when to refer out

#### 4. Alumni Podcast or Story Series

- Record alumni stories for marketing and inspiration
  - Share in cohort onboarding and recruitment
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## OpenEdX Implementation Notes

### Video Production:

- Unit 0: You've Been Leading Since Module 1 (10-12 min)
- Unit 1: Alumni Interview Series (20-25 min total)
- Unit 2: The Art of Constructive Feedback (10-12 min)
- Unit 3: Coaching vs. Advising (10-12 min)
- Unit 4: The Pay-It-Forward Economy (10-12 min)
- Unit 5: Building This Together (5-7 min)
- Unit 6: Mentorship as Infrastructure (8-10 min)
- Unit 7: You're a Pillar Now (5-7 min)
- **Total:** ~79-97 min of video content

### Discussion Moderation:

- Unit 1: Recruit alumni to actively monitor and respond to Q&A forum
- Unit 4: Compile Pay-It-Forward Wall and celebrate all pledges publicly
- Unit 5: Tally network structure votes and announce winning format within 48 hours
- Throughout: Model Builder Feedback in all responses

### Technical Setup:

- Pay-It-Forward Wall (shared document/page displaying all pledges)
- Alumni network voting (forum polls or Google Forms)

- Mentorship matching system (manual or automated matching based on preferences)
- Role claim tracking (who's a Mentor, Near-Peer, or Pod Member)

#### **Tribe Infrastructure Implementation:**

- Compile Pay-It-Forward Pledges into public Pay-It-Forward Wall
  - Tally network structure votes and implement winning format
  - Match graduates to roles (Mentor/Near-Peer/Pod) within 1 week of graduation
  - Recruit 3-5 diverse alumni for video interviews
  - Invite alumni to monitor Unit 1 forum for Q&A
  - **NO ONE graduates without:** Pay-It-Forward Pledge + Role Claim + Graduation Commitment
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## **Theoretical Foundation**

### **Social Capital & Networks**

- Granovetter (1973): Strength of weak ties
- Putnam (2000): Social capital and community
- Chetty et al. (2022): Social capital and economic mobility

### **Peer Mentorship Research**

- Eby et al. (2013): Mentorship effectiveness meta-analysis
- DuBois & Karcher (2014): Peer mentoring theory and practice
- Baluku et al. (2020): Mentoring and entrepreneurship outcomes

### **Community Development**

- Kretzmann & McKnight (1993): Asset-based community development
  - Maton (2008): Empowering community settings
  - Stanford Social Innovation Review (2020): Peer-driven social change
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# Citations

## Social Capital:

- Chetty, R., et al. (2022). "Social Capital I: Measurement and Associations with Economic Mobility." *Nature*, 608, 108-121.
- Putnam, R. D. (2000). *Bowling Alone: The Collapse and Revival of American Community*. Simon & Schuster.
- Granovetter, M. S. (1973). "The Strength of Weak Ties." *American Journal of Sociology*, 78(6), 1360-1380.

## Peer Mentorship:

- Baluku, M. M., et al. (2020). "Exploring the Link Between Mentoring and Intangible Outcomes of Entrepreneurship." *Frontiers in Psychology*, 11, 445.
- Boat, A. A., et al. (2022). "Enhancing Education and Career Pathways Through Peer and Near-Peer Social Capital." *Journal of Youth and Adolescence*, 51, 1233-1251.

## Community & Peer Networks:

- Kretzmann, J. P., & McKnight, J. L. (1993). *Building Communities from the Inside Out*. ACTA Publications.
- Stanford Social Innovation Review (2020). "When Peers Work Together to Drive Social Change."

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**Next Module:** Module 6: Financial Foundations

*You've built the tribe. Now you build financial agency as recovery protection.*