

Your next step. With guidance.

Six sessions to understand what is happening at work, develop clear criteria and prepare a decision that makes sense for you.

21 JANUARY - 25 FEBRUARY 2027

ONLINE • THURSDAYS • 19:30-20:45 LISBON

€300 + applicable VAT per participant

Time to think. Clarity to move forward.

Sessions delivered
in European Portuguese.



When you need a clearer perspective.

Perhaps work no longer feels as meaningful. Perhaps you want to grow where you are, lead more thoughtfully or make a decision you have been postponing.

Group Mentoring - The O Teu Próximo Passo Method offers guided space to understand your context and work on a specific professional question. The aim is to move from a general sense of unease towards a more precise view of what you can decide and do.

Understand before reacting

Recognise the patterns, demands and expectations that shape your experience. Distinguish what you can influence from what requires dialogue or a change in the system.

Choose with your own criteria

Consider alternatives, priorities, conditions and consequences. Staying, renegotiating or moving on can be deliberate choices when you understand what is at stake.

Prepare a realistic move

Define a next step suited to your circumstances, responsibilities and available scope for action. Guided reflection supports the move from understanding to decisions and practice.

You do not need to arrive with an answer. Bring a question worth working on.

Different benefits. A shared journey.

Each participant works on their own situation. Different perspectives can broaden the understanding of work while respecting differences in context.

01 For employees

Clarify a career question, recognise your contribution and prepare conversations about priorities, development and boundaries. The programme aims to help you formulate a decision and a step you can take with greater awareness.

What you may take away: clearer criteria and a better-prepared conversation.

02 For leaders

Understand how your decisions affect autonomy, recognition and the allocation of responsibility. You can work on a leadership situation, question habitual responses and choose changes within your influence.

What you may take away: leadership priorities and concrete commitments.

03 For organisations, through participants

Professionals with greater clarity can contribute to more consistent conversations and considered practices. Where an organisation supports participation, subsequent application should respect each person's autonomy and confidentiality.

What may follow: more thoughtful contributions to internal decisions.

The programme mentors individuals. Organisational effects depend on application and the conditions in the workplace.

Understand first. Then consider your choices.

The first three sessions allow time to understand the situation. Each participant's experience informs the work.

21 JAN

Recognise the starting point

Clarify the professional question that brings you to the group and the place work occupies in your identity. Identify what you want to understand without rushing to a conclusion.

WORKING OUTCOME TO DEVELOP

A more precise question and an intention for the programme.

28 JAN

See the context with perspective

Consider expectations, relationships and responsibilities. Distinguish your scope for action from conditions that require the involvement of other people or the organisation.

WORKING OUTCOME TO DEVELOP

Greater clarity about what you can own, discuss or question.

04 FEB

Understand what is at stake

Consider the cost of keeping things as they are, the boundaries that matter and the conditions change would require. Recognise tensions without reducing the decision to staying or leaving.

WORKING OUTCOME TO DEVELOP

More explicit priorities and alternatives that deserve attention.

Shape a decision. Prepare what follows.

The next three sessions bring reflection closer to action, with attention to the real conditions in which each step will happen.

11 FEB

Choose on firmer ground

Connect options, criteria, consequences and practical conditions. Work towards a decision that respects your circumstances and identify what still needs clarification.

WORKING OUTCOME TO DEVELOP

A considered direction and the questions that remain open.

18 FEB

Prepare to put it into practice

Define a move within your influence, anticipate obstacles and prepare the conversations it requires. Connect intention, responsibility and a realistic sequence of action.

WORKING OUTCOME TO DEVELOP

A concrete next step and conditions for getting started.

25 FEB

Sustain the next step

Review the journey, make commitments explicit and decide how to follow your progress. Adjust what needs to change and prepare continuity beyond the final session.

WORKING OUTCOME TO DEVELOP

Personal commitments and criteria for reviewing progress.

The programme guides the work. Its depth and outcomes depend on participation, circumstances and individual decisions.

A small group. Guided, purposeful work.

Six live online sessions with Sofia Manso. Each lasts 75 minutes: 7 hours 30 minutes of guidance across six weeks.

Guidance and application

Work draws on the ideas in the book and the questions participants bring. Sessions include context, guided reflection, selected situations for discussion and continued work between meetings.

Responsible participation

Reading and reflection between sessions help deepen the experience. Sharing is voluntary; each person chooses what to disclose. Individual time for every participant at every session is not included.

Closeness and confidentiality

Designed for five participants per group. Participants agree to confidentiality, and sessions are not recorded. Individual mentoring sessions are not included.

Further applications and groups

All registration requests are received. If the group is full, additional groups may be organised, with dates confirmed before acceptance.

This is professional mentoring focused on work and decisions. It does not replace psychological or clinical care, or include consultancy for a participant's organisation.

Six Thursdays. Across different locations.

21 and 28 January; 4, 11, 18 and 25 February 2027. Sessions are delivered live online in European Portuguese.

TIMES FOR ALL SIX SESSIONS

Mainland Portugal • Lisbon	19:30-20:45
Brazil • Brasília / São Paulo	16:30-17:45
Angola • Luanda	20:30-21:45
Mozambique • Maputo	21:30-22:45
Cape Verde • Praia	18:30-19:45

Time conversions apply to January and February 2027. In Brazil, check the time zone of your location.

FEE FOR THE COMPLETE PROGRAMME

€300

+ applicable VAT • per participant • six sessions

The fee covers the full programme. The book is purchased separately and is available in European Portuguese. The final amount including VAT, availability, payment terms and cancellation conditions are provided before registration is confirmed.

Your next decision deserves attention.



With Sofia Manso

Author of *O Teu Próximo Passo*, founder of Academia da Felicidade, People and Culture consultant, lecturer and keynote speaker.

How to register

01 Send your request

Complete your name, email, phone number and professional role.

02 Receive the details

The reply confirms availability and explains the payment and cancellation conditions.

03 Confirm your participation

Registration is confirmed once the conditions are agreed and payment is made. Submitting the form does not take payment or automatically reserve a place.

Request a mentoring place



sofiamanso.com/en/mentoria



*Bring the question.
We begin by understanding it.*