

## Successful mentoring

### Objectives:

#### Apply what you learn during and after this workshop and you will be able to...

1. Decide whether or not you have what it takes to be an effective Mentor.
2. Explain the roles and competences required of a skilled Mentor, and start developing these.
3. Identify the benefits of positive mentoring to all involved, and to your organisation.
4. Summarise the potential difficulties and issues that you may need to work through as a Mentor.
5. Take on the responsibilities of a Mentor in confidence.

#### During the day we will work on questions like these:

What is a Mentor? What are the origins of the word?

Why do you want to be a Mentor? What do you hope to get from this?

How is mentoring different to coaching and counselling? Just what does mentoring involve?

Have you had a Mentor? Who was this? How did this start up? What can you tell us about this?

Do you understand the structure, purpose, content and aims of the overall development programme?

What are the specific skills and competences of the best mentors? What matters most?

How can we best match up mentors with their protégés? Can anyone come up with a better word?

What can go wrong with mentoring? What are the 'what ifs' we need to work upon?

How can we support you beyond today? What help do you need to ensure this works well?

Have you got the specific interpersonal skills that really effective mentoring requires?

Just how good are your listening skills? What about feedback - what's the best way to do this?

How far is it appropriate for you to intervene and advise, and when should you stand off?

Will this organisation provide a supportive environment for mentoring or not? Why do you feel this?

Could you describe the ideal profile for a mentor? How near are you to this?

How do people learn, and how will a knowledge of this help you in your mentoring role?

How long will you be mentoring? When will the role end? Will you continue beyond this programme?

What questions and issues do you want to raise that we need to spend some time upon?

Are you ready to start the role of Mentor?