

Mentoring skills

Programme

Introductions, issue of learning points, overview.

What do we mean by mentoring, and what does a mentor do?

- Sixteen definitions of both key terms.

- Seven key issues around mentoring
- Three ethical considerations
- Eight outcomes of mentoring
- Six ways mentoring helps

Mentor - ings activity

- An individual then whole group exercise to explore specific mentor roles.
- After the group generated thoughts you get 134 more to look over.

Practical activity: Mentoring interviews

- Time to draw out the specific issues that will maximise value from the day.
- A first opportunity to use the key skills of a mentor.

What to look for in a mentor

- Eight characteristics of a mentor
- Four mentor obligations
- Six ways to mentor
- Six key actions of a mentor
- Eight things real mentors do well
- Six qualities of successful mentors

Practical activity: listening triads

- The best mentors can listen actively.
- A chance to practice active listening in the context of a mentoring contact.

What about mentees?

- 60 specifics that mentees seek from a mentor
- 40 turn off factors mentees say they don't want to see in a mentor

- Five obligations of a mentee
- Six responsibilities of a mentee
- Six questions mentees have when seeking a mentor
- Seven mentee benefits of mentoring

Two more practical tasks

Eight generalisations around mentoring
Challenging, provocative issues from which to learn more about mentoring.

Six principles of behaviour
Essential insights into why we behave as we do, with implications for mentors.

What mentors need to know about learning – six great models that really help

Confucius says three things...
Four levels of learning
Three key variables
Four stages to the learning cycle
Three types of learning
Four options to prompt learning
Four values of learning

A 50 point mentoring diagnostic

Do you have what it takes to be a skilled mentor?

Measuring the success of mentoring

Four levels of evaluation
Four reasons for success in mentoring
Four reasons for failure in mentoring
Four criteria for evaluating mentoring
Seven organisational benefits from mentoring
This tool will help you identify current strengths and specific issues to work on.

A positive feedback skills activity

A chance to use positive feedback skills – something a mentor must do well.
Mentors need to be skilled in giving positive feedback, so have a go now.

Make sure you are capturing your learning on the learning points sheets.

Review and action planning

Three things you will do in a month to make today really worthwhile

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