

# Marvellous Mentoring

## Workshop Contents

Module  
#16

Marvellous Mentoring covers the following. It can be run as a half day, 2 x 2 hour workshops or 4 x1 hour sessions.

<p><b>Section 1: The Mentoring Relationship</b></p> <p>In this first section we discuss what mentoring is, what responsibilities mentors have, where they need to draw the line, and how to do that. We also work through the steps to effective mentoring, the different roles they will play, different models to use through the mentoring and how to set guidelines with their mentees.</p> <p><b>Learning Outcome:</b> Understanding their own role as a mentor.</p>	<p>Intros 10 mins</p> <p>Understand mentoring 30 mins</p> <p>Setting guidelines 20 mins</p>
<p><b>Section 2: Mentoring Skills</b></p> <p>In this section, mentors work through a number of exercises to develop their rapport building, active listening and coaching and questioning skills (including the GROW model). A lot of interaction and practise means they are fully prepared for mentoring in real life.</p> <p><b>Learning Outcome:</b> Practising the skills to run a mentoring discussion effectively.</p>	<p>Rapport Building 15 mins</p> <p>Listening 15 mins</p> <p>Questioning 30 mins</p>
<p><b>Section 3: Communication Styles</b></p> <p>In this section, mentors work through understanding their own communication style and what challenges and opportunities it may create in communicating effectively with their mentees.</p> <p><b>Learning Outcome:</b> Knowing how to adapt their style and minimise miscommunications between mentor and mentee.</p>	<p>Style Assessment 20 mins</p> <p>Case study &amp; debriefs 40 mins</p>
<p><b>Section 4: Mentoring Challenges</b></p> <p>Lastly mentors work through some real life mentoring challenges and come up with strategies they would take to address these.</p> <p><b>Learning Outcome:</b> Having strategies to overcome mentoring challenges.</p>	<p>Case study session 30 mins</p> <p>Debrief 20 mins</p> <p>Action Plan 10 mins</p>