

Mentoring Skills Training

(Mentoring for councillors)

One Day

Objectives

1. Understand the scope, boundaries, purpose and role of being a mentor
2. Develop and practice the core skills of facilitating learning as a mentor.
3. Develop confidence and a consistent approach for the programme

The day is very participative with a typical format of, explanation, demonstration by tutor and a skill development exercise in small groups with coaching and feedback.

An important part of the programme is to practice on real issues with feedback. There will be created an environment of support and challenge to maximise learning in the time available, questions and discussion will be encouraged.

Programme- (9.15 –4.30), 15min break a.m. and p.m. Lunch 1-2pm

Content

Introduction and establishing individual outcomes and issues for the day

Understanding learning and specifically mentoring

The structure and process-confidentiality-appropriate topics, action planning etc.

Skills

Language patterns and questioning skills to develop new thinking in others

Rapport and listening skills.

Removing blocks to personal change and learning-conversationally.

Balancing challenge and support, building a working relationship

Putting it all together, practice with feedback

Questions and further development needs.

Review and evaluation.

Trainer for the day,

Peter Taylor

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