

Mentoring: 3 sessions of skills development

• Session 1 (Introduction)

- What is mentoring / co-mentoring?
- What would you like to get from mentoring?
- What are the skills and qualities you consider important in a mentor?
- What skills and qualities do you already possess?
- A brief introduction to the stages of a mentoring relationship
- How to make a start (including active listening and open questioning skills)
- Taking co-mentoring forward: practical considerations

• Session 2

- Recap of session 1
- Exploration of Rogers' core conditions
- Examination of the place and function of further skills (paraphrase, contrast, clarifying, making specific, silence)
- Skills practice and reflection
- Using feedback
- A closer look at the stages of a mentoring relationship
- How to keep the relationship going and problem scenarios

• Session 3a

- Recap of session 2
- Challenge: what forms can it take?
- Using challenge effectively

• Session 3b

- Facilitating action planning
- Ending a relationship: when and how?
- Review of the process and progress of co-mentoring work being undertaken
- What next?