

**HEE YH Mentoring Development Programme 2023
(Multi day training – 4 sessions)****20th & 22nd March, 19th April; 25th May – 09:00-15:30****Participants will be required to attend all 4 sessions of the course.**

Coaching and mentoring can be defined as 'learning relationships, which help people to take charge of their own development, to release their potential and to achieve results which they value' (Connor and Pokora 2017). A mentor offers a balance of support and challenge, and may have several roles, including sounding board, critical friend, facilitator and role model

Working with a mentor can help professional development, enhance working relationships, problem management abilities and job satisfaction. It can be helpful at all career stages.

This practical, 4 online session programme focuses on developing mentoring skills suitable for use in a range of leadership and clinical situations.

Aims include:

- Defining mentoring and developing mentoring skills
- Developing a working knowledge of a framework for mentoring: The Skilled Helper model (Egan, 2010)
- Exploring practical and professional issues in mentoring at work

Teaching methodology

A mixture of taught inputs, demonstration by tutors, small group skills practice, group discussions, and pairs work. Participants spend a significant proportion of time practising skills. They work in trios with a facilitator, learning from the three roles of mentor, mentee, and observer. Participants bring real issues to discuss in the mentee role: there is no 'role playing'. Reflective practice is expected between (days 2 and 3). Change to 'sessions'.

All participants will receive a course handbook *Coaching and Mentoring at Work: Developing Effective Practice* (McGraw Hill, 2017), written by Mary Connor and Julia Pokora, and a course workbook tailored to the programme.

Aim - To empower trainers with mentoring skills using the Egan Model in order to take on a mentee within HEEYH for at least 2 years.

Learning Outcomes - By the end of the full course participants should be able to:

- Define mentoring and developing mentoring skills
- Develop a working knowledge of a framework for mentoring: The Skilled Helper model (Egan, 2010)
- Explore practical and professional issues in mentoring at work

Describe the 3 stages of the Egan Model of Mentoring

Understand skills required for effective mentoring and define the areas of their own development required

Undertake a mentoring pathway from working on an issue to a task and finish timeline for actions.

Be able to take on a mentee.

Attendees are committed to being an assigned mentor for a trainee in each of the first 2 years after course completion

GDC Learning Developments A, B, D.

Should you wish to apply to attend this course please follow click [here](#)