

Effective utilisation of coaching is widely regarded as one of the most performance enhancing activities in a mentoring tool bag. You may be supporting a new member of the team, a trainee or resolving performance difficulties or supporting a colleague through career transitions. This workshop is very practical and utilises behavioural coaching frameworks to take your current mentoring capabilities to a more advanced level.

By the end of the day's workshop, delegates will be able to:

- Create an environment of trust, engagement and rapport to accelerate the development of others so they can more effectively contribute to organizational goals
- Understand and use processes that develop self-reliance in others and maximize self-directed learning
- To use advanced listening and questioning techniques for the development of others
- Understand perspectives of a situation by experiencing it from multiple view points
- Understand the roots of challenging behaviour and have confidence to find a way forward
- Consider career aspirations in a non-directive approach

Outline Content:

- Terminology – coaching and mentoring – what does it all mean?
- Introduction to mentoring
 - The benefits of a mentoring approach
 - The Dimensions of Mentoring
 - Evolution of an effective process
 - Mentor helping roles and behaviours
 - Creating the right environment and agreeing ground rules
- Building rapport
 - The power of rapport – building trust
 - The art of listening
 - Questioning approaches that promote a shift in thinking
- Coaching Toolkit
 - 3 coaching structures
 - Giving structured feedback that is understood and acted upon
 - Sharing your own experiences in a non-directive way
- Careers conversations
 - What is the best way to give effective, constructive feedback that enhances performance?
 - Exploring options and guiding others to decide for themselves
 - Gap analysis within PDP's

Zoom test

Please make sure you are set up to run Zoom and to participate (via both camera and audio). Please [follow this link](#) to test your settings in advance.

Participation is a requirement in order to receive a certificate of attendance.

**6 guided learning hours
6 CPD points**

[GMC approved AoME domains covered:](#)

Domains 3 and 4



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