



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

Welcome to Mentoring and Coaching Day 4

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Trawsnewid Addysg; Trawsnewid Bywydau
Transforming Education; Transforming Lives



www.uwtsd.ac.uk

Welcome

- How are you getting on?
- What concerns have you got?
- How can we help?

A reminder of what we're offering

- 30 Credit Module
- At levels 4 to 7
- Consists of:
 - 4 Delivery Days
 - Module Material
 - Access to our Virtual Learning Environment Support from your Tutor
 - Observed mentoring session with feedback

What have you done already?

- Attended 4 delivery days
- Read module material
- Accessed to the Virtual Learning Environment
- Received support from your tutor
- Received feedback on your draft 1st assignment
- Arranged/had an observed mentoring session with feedback

What have you got left?

- Assignment Number 2!
- Final full submission

Key Issues in Mentoring & Coaching

- Based on what you've learnt, read and experienced – what are the stand-out issues in mentoring and coaching and how could they effect you or your organisation?
- How will you respond to them?

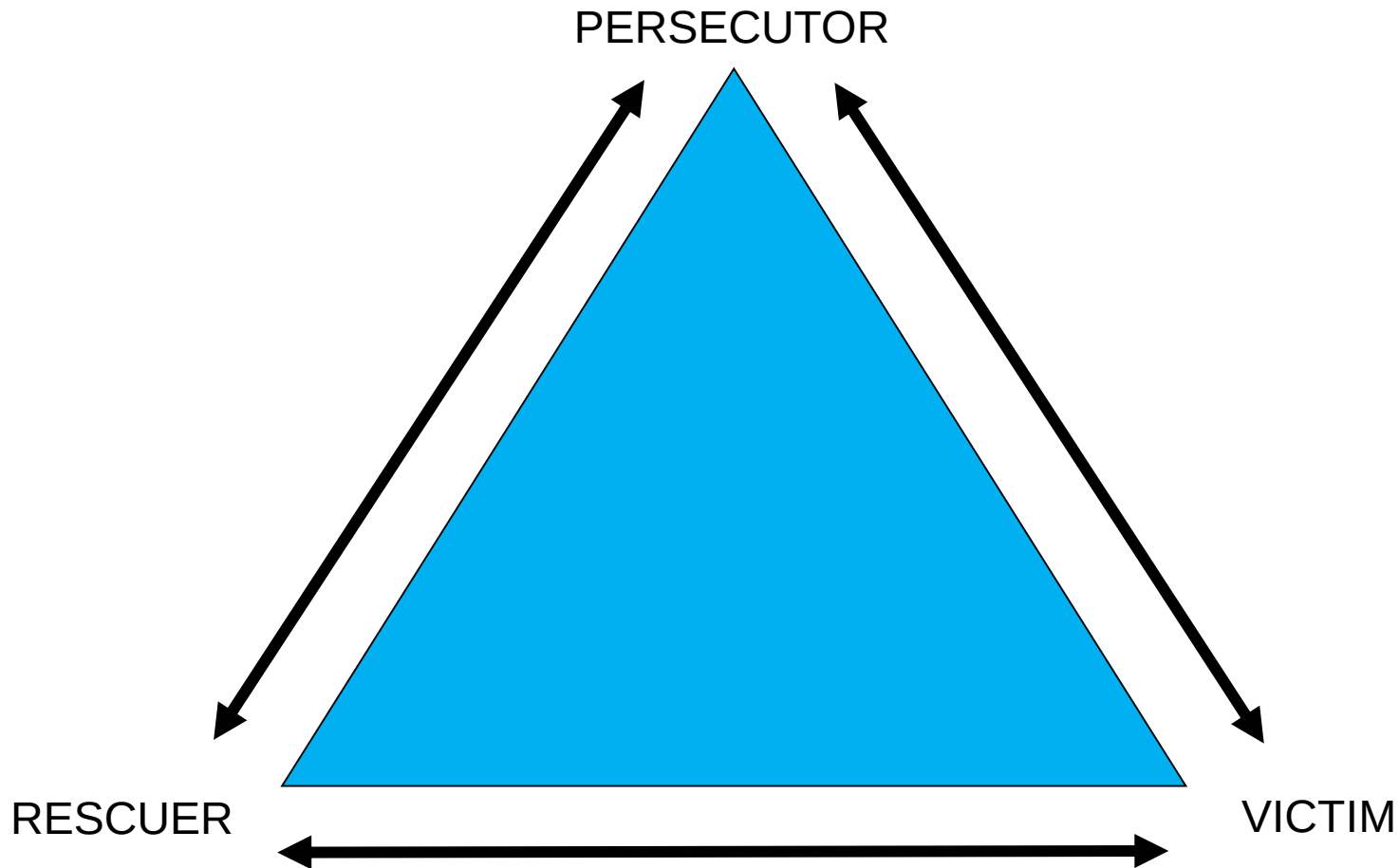
Transactional Analysis

examines the transactions between people

Berne – ego states

Parent	-	critical
	-	nurturing
Adult	-	objective
	-	rational
Child	-	adaptive/creative
	-	rebellious

The Karpman Triangle



Ethics

- Define 'ethics'
- What ethical guidelines are in your organisation?

Scenario 1

Your mentee is keen to develop leadership qualities and ambitious to gain a senior management role. You have been meeting for several months and feel you are making progress.

However, her line manager contacted you to say that she is underperforming and will be the subject of disciplinary proceedings if she doesn't improve. The line manager has not communicated this to your mentee.

Scenario 2

Your mentee describes several incidents where he has been bullied by his manager who holds a senior position. He is reluctant to report these incidences despite the fact that they were witnessed and it is adversely affecting your mentee's mental well being.

Wrap up and Next Steps

- Consider the concerns and issues from this morning – have we addressed them?
- What's next

Evaluation – Plus / Delta

- We would like you to provide us with feedback on this induction programme.
- Please discuss and flipchart:
 - What was positive about the programme
 - What we need to change