



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

Welcome to Mentoring and Coaching Day 1

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Trawsnewid Addysg; Trawsnewid Bywydau
Transforming Education; Transforming Lives



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Welcome and Introductions

- A quick 'round-robin' of those present;
 - where you work.
 - what you do.
 - rate your experience (if any) of mentoring on a scale of 1 to 5, where 1 is a complete novice and 5 is an expert.
- Overview of the Professional Practice Framework

In teams, discuss the following and flipchart your output:

- What are your concerns, issues, questions for clarification about the module?
- What would be the business benefits of introducing a Mentoring or Coaching process into your organisation?
- What support are you looking for and how could it be provided by this programme?

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

File

- Module descriptor
- Aims and Learning Outcomes
- Assessment at different levels

Dates For Your Diary

- Delivery Days
 - Day 1 Introduction and Mentoring
 - Day 2 Coaching and Reflective Practice
 - Day 3 Progress and Skills-building
 - Day 4 Review and Support
- Deadlines

What do you understand by the following terms?

- Coaching?
- Counselling?
- Mentoring?



What is mentoring?

“Mentoring is used to support and encourage people to manage their own learning in order to maximise their potential, develop their skills, improve their performance and become the person they want to be”

Parsloe, E

The role of the mentor is:

- to provide a wider perspective
- to provide support and encouragement
- to build confidence
- to act as a sounding board for ideas
- to act as a role model
- to assist with networking/making contacts/introductions

Mentoring Models

- Co-mentoring: Here two professionals will regularly meet and mentor each other.
- Peer mentoring: Often referred to as the 'buddy' system used to induct new employees but is also used to describe supportive relationships between individuals at the same career stage and is therefore akin to co-mentoring.
- Group mentoring: Sometimes described as action learning sets where a small group meet, formally or informally, to provide mutual support and generate ideas or solutions. This is facilitated by a mentor to lead discussions.

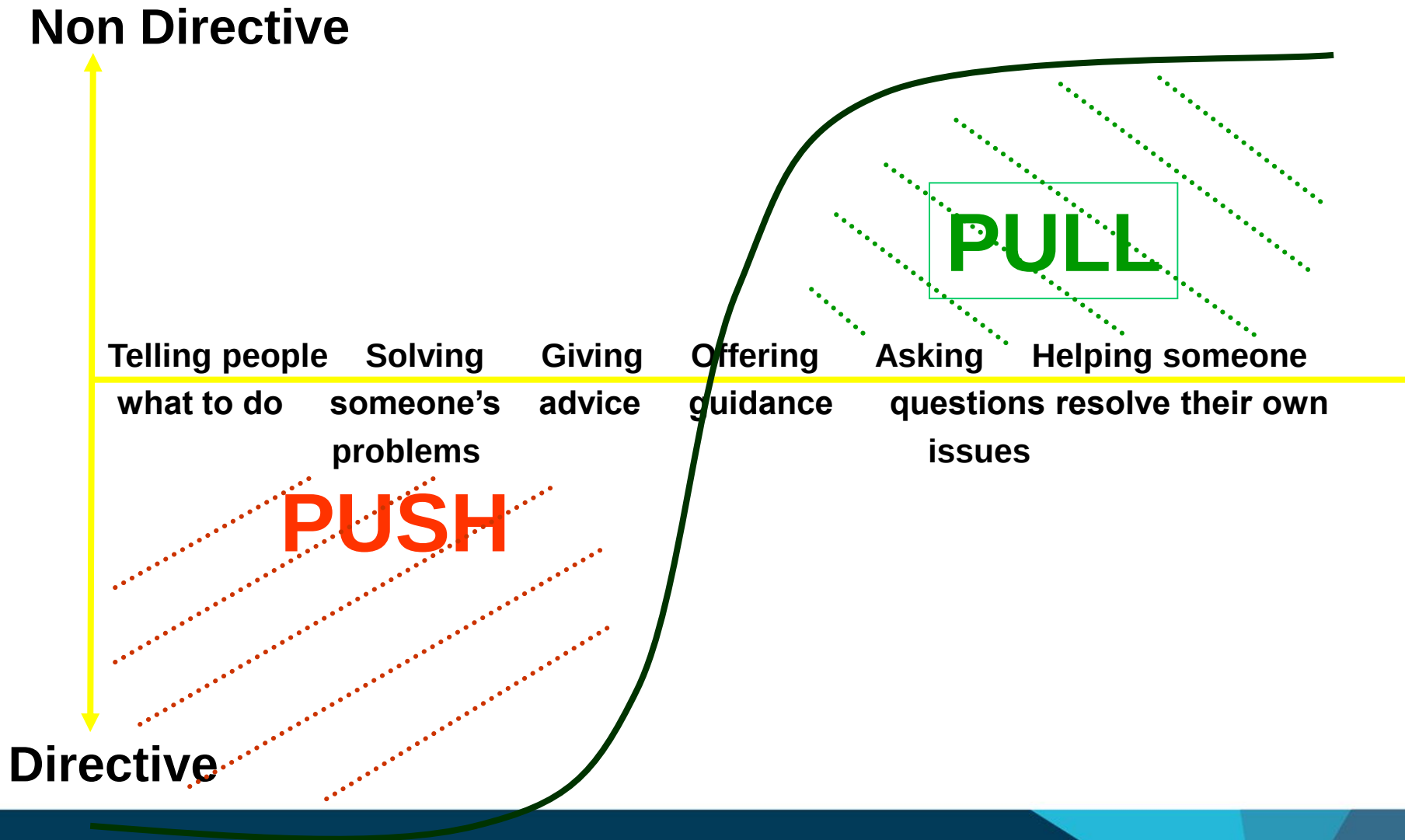
Mentoring Models continued

- E-mentoring: Mentoring electronically, e.g. email, telephone, video conferencing, useful where time constraints or mobility issues exist.
- Reverse mentoring: Where senior members of an organisation are mentored by junior staff, connecting executive-level staff with the business.
- Manager as mentor: A common form of mentoring where the manager or supervisor mentors staff. Normally considered inadvisable due to conflicting roles.

Mentoring Models continued

- Centralised model: Mentoring handled by a department such as human resources, often supplementary to an existing role.
- Decentralised model: Where standards/guidance is decided centrally but day to day operation is devolved within the organisation.

Mentoring Styles



Traditional Mentoring	Developmental Mentoring	Coaching
Ongoing relationship which can last for a long period of time and take a broader view of the person		Structured, short-term, time-bound and focussed on specific development areas/issues
Mentors in senior positions within organisation and expert/knowledgeable in mentee's field/area	Mentors/Coaches from wide range of backgrounds, not necessarily expert in mentee/s field/area	
Giving advice	Asking powerful questions	
Organisational needs driven	Mentee driven	
Outcomes are focused on career success	Outcomes extended to include personal development	

Developmental Mentoring 5 Phase Model

1. Building a Relationship & Contracting
2. Understanding the Mentee's Perspective
3. Analysis
4. Options and Action Planning
5. Implementation & Review

Question?

- In pairs/groups discuss your experience, what is your preferred model?

Let's GoMAD!

Wrap up and Next Steps

- Consider the concerns and issues from this morning – have we addressed them?
- Do you have a better understanding of the resources and support available to you?
- Next Steps

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