

Mentoring Workshops

We have been engaged to run 2 x ½ day Mentoring Skills workshops for House of Commons and Lords staff. One is a half day ‘Introduction to Mentoring’ workshop, and the other is a half day Mentoring Refresher’ for more experienced staff.

The House are looking to develop more of a coaching, delegating culture within the Organisation, and these workshops alongside those we run for them on Coaching and Career Conversations, are all part of that wider objective.

**Introduction to Mentoring Half Day**

**Objectives:**

* Understand when to use mentoring and its benefits in developing and leading others.
* Develop greater clarity over what mentoring is and is not and how it relates to coaching.
* Understand the process of mentoring and the roles and responsibilities of the mentor and mentee.
* Develop an appropriate mindset and beliefs for effective mentoring.
* Practice, develop and deepen core skills required for effective mentoring including feedback.
* Help the mentors better prepare for the real mentoring conversations they may be going on to have with mentees.
* Develop participants’ clarity about their strengths, and development priorities in relation to their role as Mentor.

**Content includes:**

* Mentoring- Defining the Territory
* Mindset/ beliefs Underpinning Effective Mentoring
* The Process of Mentoring
* You as Mentor- Core Skills and Attributes
* Mentoring Review and Re-Contracting

**Mentoring Refresher Half Day Workshop**

**Objectives**

Participants will:

* Share best practice and support on issues of mentoring in the House
* Reminder and practice on core skills and overlaps and links to coaching
* Review of some key structures to ensure the mentoring relationship is effective and measurable
* Increase their ability to manage the mentoring relationship through agreeing the contract underlying the relationship
* Practice and feedback from a range of different sources

Content includes:

* Reminder of What Mentoring Is
* Exercise on Push/ Pull Questions
* Reminders of key structures for planning a session
* Practice session and feedback

**Results and Evaluation**

100% of participants were able to use the workshops to meet their objectives

100% of participants were extremely satisfied with the quality of the facilitation

*“Was impressed by the facilitator whose experience is magnificent”*

*“It made me feel very aware of present deficiencies in my approach which is a very positive thing”*