

Training Mentors

Tips and Takeaways

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Why Train Mentors?

- Confidence to do the role
- Enhance strategic value of mentoring
- Identify and develop the skills needed for the role
- Anticipate issues – ethical dilemmas, managing boundaries, manage expectations
- Enhance effectiveness for the mentor and mentee/ Quality assurance
- Highlighting the benefits of the mentor role

How could training be delivered?

- Outside expertise vs internal “experts”
- Charging
- Face to face vs virtual
- Full day vs half day
- Theory vs practical experience
- Observation and feedback
- Personal reflection
- People new to mentoring vs those looking to deepen their knowledge and practice

What topics are covered in the training?

- What mentoring is and isn't
- Contracting
- Listening skills
- Asking powerful questions
- Framework for the conversation
- Goal setting and action planning
- Practical experience

Evaluating the training

- What do you want the training to achieve?
 - For the mentor
 - For the mentoring scheme
 - For the organization
- Common themes – practical work, new ideas, fun, dynamic
- Time, next steps
- Sustainability

In Summary

- Training is valuable
- Training itself isn't complicated
- Training needs to fit with other components of the mentoring scheme
 - Sign up and commitment
 - Recognition of the role
 - Alignment with organizational objectives
 - Administration
 - Evaluation
 - Ongoing development and support
 - Awareness of mentoring for mentors, mentees and organizations