

## BSSH Mentoring Workshop plan

Time	Duration	Activity and purpose
9.30	30 minutes	Welcome, housekeeping  Introductions (Name/experience of mentoring)  Overview of Workshop  Expectations
10.00	30 mins	What is Mentoring? Discussion and input  Directive vs non-Directive spectrum. <ul style="list-style-type: none"> <li>• Where do you currently sit?</li> <li>• What is your natural style?</li> <li>• What might your Mentees need?</li> </ul>
10.30	30 mins	Key skills/competencies slide  <b>Activity</b> – What does each competency mean to you? How do you demonstrate it? How important is it within mentoring?  2 groups  Whole group feedback/discussion?
11.00	15 mins	<b>COFFEE</b>
11.15	30 mins	Questioning and listening (types of questions; levels of listening) – input and listening activity  Establishing relationships - building rapport/demonstrating empathy (input)

		Contracting and Boundary setting (including goal setting) – group discussion and input
11.45	20 mins	Silent coaching exercise based on TGROW model (demonstrating useful framework for helping Mentee work through issues and the kinds of questions to ask)  Debrief
12.05	25 mins	Giving Feedback – discussion and input  Agreeing options/next steps – discussion and input (examples of when to ask Mentee as opposed to offering advice/guidance/solutions)
12.30	1 hour	<b>LUNCH</b>
13.30	30 mins	Overcoming barriers – discussion around challenges Mentees may present with (e.g. lack of expertise; confidence, relationship challenges, mental health issues); signposting Mentees where appropriate
14.00		<b>Practice Mentoring</b> – briefing and then working in break out rooms  <b>3 or 4 groups – each group to be supported by a Tutor</b>  Mentoring in trios – each delegate taking turns to be Mentor, Mentee and Observer Observer notices what works well and what would be even better 20 mins per mentoring conversation. 10 minutes feedback from Observer and Tutor.  (15 minute break to be included)
16.00	15 mins	<b>Mentor practice review – key learning</b> (whole group)  Individual reflections – sharing key learning

		<b>WWW/EBI</b>
16.30		<b>Thank you and close</b>