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# BSSH

The British Society for  
Surgery of the Hand

## BSSH Mentor Training Workshop 13<sup>th</sup> April 2021

The BSSH needs your support in strengthening the capability and leadership of front-line hand surgery colleagues and sees mentoring as a key component of this. The aim is to establish a voluntary mentoring programme to support early-career Consultants in Hand Surgery.

To fulfil this aim, BSSH will be commissioning a one-day mentoring workshop to develop a pool of Hand Surgery mentors from established Consultants, as a starting point to developing our mentorship scheme. Whether you are new to mentoring or not, please consider applying for a place on this free course and becoming a BSSH Consultant mentor.

This one-day mentoring workshop will encourage self-reflection and awareness through input, exercises and discussion. The morning will be a blend of theory and discussion, followed by experiential learning in the afternoon, supporting individuals to learn and develop mentoring skills. At the end of the day, delegates will be asked to commit to ongoing personal development and the BSSH hope the attendees will feel sufficiently trained to take on the mentorship of at least one Consultant hand surgeon in the first 5 years of practice, for at least 2 years.

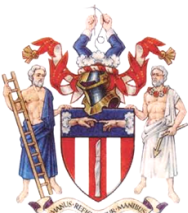
The Workshop will be run by Louise Wembrige and Lesley Thompson, two highly experienced Coaches and Mentors. They have a wealth of experience of working in the NHS, both in primary and secondary care and with Clinicians and Managers.

### Outcomes

By the end of the workshop, delegates will have developed:

- a clear understanding of what mentoring is, along with the key skills and competencies required to be effective in the role
- greater skills in listening, asking questions, contracting and boundary setting, giving feedback, agreeing options and overcoming barriers.

They will also have the experience of having acted as Mentor, Mentee and Observer in the afternoon's Mentor practice session.



The British Society for Surgery of the Hand is a registered charity and a company limited by guarantee

Registered in England number 1213983  
VAT No. 494 7444 04

Registered charity number 268396  
Registered office as above

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Time	Duration	Activity and purpose
11 am	30 minutes	Welcome, housekeeping Introductions Overview of Workshop and Expectations
11.30	30 mins	What is Mentoring? Discussion and input Directive vs non-Directive spectrum. Where do you currently sit? What is your natural style? What might your Mentees need?
12	35 mins	Key skills/competencies <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
12.35	25 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
1	30 mins	<b>LUNCH</b>
1.30	1 hour	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) Overcoming barriers – discussion around challenges Mentees may present with (e.g. lack of expertise; confidence, relationship challenges, mental health issues); signposting Mentees where appropriate
2.30	2 hours 15 mins (with 15 mins break)	<b>Practice Mentoring</b> (delegates requested to bring real-life example issues to this session) <b>4 groups – each group to be supported by a Tutor</b> Mentoring in trios – take turns to be Mentor, Mentee and Observer 20 mins per mentoring/coaching conversation. 10 minutes feedback / discussion
4.45	15 mins	<b>Mentor practice review – key learning</b> (whole group) Individual reflection/action sheets <b>WWW/EBI</b>
5		<b>Thank you and close</b>



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