

Collaborative Leadership (Mentor) Training Workshops 2024 One Day Delivery Breakdown

Morning

Session One:

- **What is Mentoring** What are the benefits. What is the mindset of a mentor?
- **Mentoring vs Coaching** How do these two activities differ. What situations and behaviours are common to both?

Session Two:

- **The Mentoring Relationship** Setting and managing expectations and boundaries. Retaining objectivity
- **The CIWEM Context** How do mentors keep current with CIWEM best practice and internal procedures. Helping mentees achieve Chartership. What pitfalls to help them avoid.

Afternoon

Session Three:

- **Learning Styles** How to identify, understand and apply knowledge of how different individuals learn
- **Feedback** How difficult it is to give mentees challenging feedback. Some tips and techniques to give you confidence in handling difficult conversations

Session Four:

- **Effective Questioning and Listening Skills**– The importance of helping your mentee by asking the right question at the right time.
- **Practical mentoring** Pairs will practice mentoring in breakout rooms with individual tutor support
- **Summary** Final questions and lessons learned. How to apply the skills acquired in your mentoring relationships