



NDK Changing, Training, Speaking

MENTORING FOR SUCCESS

This course is aimed at delegates who will be undertaking a mentoring role in order to support others in the workplace or in the voluntary sector.

Mentoring is a highly effective method of growing employee capabilities in a personalised way that provides individual support. Mentoring is a skill that can be modelled, taught, learnt and employed.

Aims –

- To provide delegates who are undertaking mentoring activities with skills and tools to facilitate the role at an enhanced level.

Objectives –

- To become familiar with mentoring tools and approaches that create swift changes in performance
- To acquire new ideas and consider how established business development tools can be adapted and used in the mentoring process
- To establish ways to overcome challenges encountered in the role of a mentor
- To explore how the language a mentor uses can have massive impact on the mentee's experience
- To develop a personal action plan that focuses on the practice and development of skill sets that will lead to even greater levels of success as a mentor

Content –

- Mentoring tools – Can't to Can™ model, GROW sequence, 'ABCDE' model for changing irrational limiting beliefs, Kurt Lewin's Force Field Analysis, Johari's Window, Ken Blanchard's Whale Done approach and the Continue & Begin™ approach.
- Elegant language for mentors – how language will enhance or damage the mentoring experience
- Managing limiting beliefs and barriers to performance
- Using business development tools in mentoring such as SWOT analysis, success wheels, forward and reverse brainstorming and goal mapping

Workshop ethos and comfort factors ☺

- The session will start and finish on time with the appropriate comfort breaks.
- Delegates should wear comfortable casual attire.
- All delegates should come prepared to take part in the activities and be assured that their contribution will be valued.
- Refreshments will be provided.

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