



## Taking Your Mentoring Practice to the Next Level

### **DESCRIPTION:**

Each predictable phase of the mentoring cycle potentially presents obstacles and challenges. This course provides both proactive and reactive approaches that can strengthen and enhance the mentor's learning and improve mentoring partner satisfaction. Mentors examine their current mentoring relationships and identify potential obstacles and challenges. Participants assess their personal mentoring skills and target areas (such as listening, feedback and conflict management) for skill development and their own growth in the mentor role.

At the end of this eight-hour advanced course, participants will be better able to identify and manage the obstacles and challenges that occur during a mentoring relationship. By evaluating their personal effectiveness as a mentor, they will be able to craft an individualized mentor development plan. They will increase awareness of their own learning style and recognize how it impacts the mentoring relationship. Experiential learning opportunities will help participants build confidence and improve their effectiveness in facilitating achievement of mentee learning goals.

### **COMPONENTS:**

Each topic area integrates strategies for success, including application exercises, such as case studies, role play and discussion. Opportunities for self and skill assessment, skill practice, and peer feedback are included as well as facilitator-demonstrated situational role plays.

- Strategies for success in every module
- Participant Guide
- Learning Style Inventory
- Optional: Copy of The Mentor's Guide
- Laminated card of Four Phase Model and Feedback Model
- Experiential, interactive format
- Facilitator demonstrations

### **TARGET AUDIENCE:**

- Experienced mentors who are ready to go to the next level in their mentoring relationships
- Mentors who have had mentoring relationships that could have gone better