



Becoming a Mentor

Cohort 2

20 June 2024

25 July 2024

04 September 2024

All sessions must be attended and will be virtual delivery via Zoom, with required participation 9.30-12.30. This will be structured to provide regular breaks from screen time



“It is the intention and the nature of a mentoring relationship that defines it, rather than a fixed list of behaviours and skills.”
Julie Starr, The Mentoring Manual

Mentoring is a long established approach to support the sharing of skills and knowledge, grounded in a sense of partnership between mentor and mentee. Although there are techniques to be learned to support effective mentoring, the key impact comes from the commitment to offer time and focus for the benefit of the mentee. Each mentoring relationship will be unique, but will also have some golden threads running through them

- The relationship is based in compassion and respect
- There is a shared commitment to the outcomes of the mentoring relationship
- The mentor can offer guidance or wisdom specific to the needs of the mentee, but the choices made will be the responsibility of the mentee
- The impact of the mentoring will be influenced by the input and commitment of both mentor and mentee.

This programme will offer a non-accredited route to developing enhanced skills within mentoring. Participants will be required to identify a mentee to work with throughout the programme to enable transfer of theory to lived experience. The impact of your personal learning and the mentoring relationship will be evaluated 3 months post programme which will include submission of a brief written reflection; this will not be academically assessed, but may be used within the NEYLA website and newsletter to highlight the excellent work from across the region.

Target audience

This programme is aimed at health and care staff from all professional backgrounds within the North East & Yorkshire Region working within a healthcare setting. There is no expectation that participants will have previously accessed coaching and/or mentoring training.

This programme is designed to give a robust introduction to the understanding of mentoring and the use of mentoring skills.

Features and benefits to participants

- The opportunity to work with colleagues from across organisations to share learning
- The opportunity to gain key skills around the use of mentoring to support staff development
- Increased awareness and understanding of the impact of active listening and impactful questions
- Increased awareness of inter-personal responses and impact upon others



Next Steps

This programme will recruit using a competitive applications process. Please ensure that your application is fully completed being attentive to the word count, and submitted by the closing date 28/04/2023; late submissions will not be considered.

This offer is open to all staff working in health and care across the NEY region and is fully funded. Please be aware of the expectations of successful delegates:

- Successful delegates will be expected to register via the NHS Coaching and Mentoring Hub to offer support as a mentor within the region.
- All delegates must identify a mentee to work with throughout the training programme
- All delegates must commit to attend all sessions in full.
- Delivery is virtual, but all sessions will be interactive involving group work. All delegates must ensure they join from an area which enables their full participation, including use of camera and sound.

Please access the application form here: <https://forms.office.com/e/qtJSfSQJDh>

Programme Structure

All sessions will require participation 9.30-12.30. This will be structured to provide regular breaks from screen time. All delegates will receive pre-work including a self – assessment to complete ahead of Session 1		
Day 1 20.06.24	Getting Started	<ul style="list-style-type: none"> • Contracting for success • Building blocks of a mentoring conversation • Enabling the Thinking Environment
Day 2 25.07.24	Navigating the Journey	<ul style="list-style-type: none"> • Evolving as a Mentor • Maintaining focus • Seeing the impact
Day 04.09.24	Destinations	<ul style="list-style-type: none"> • Recognising progress • Impactful feedback • Next steps
<i>Optional CPD and Supervision will be available to delegates who complete the programme</i>		