

Association of Anaesthetists Mentoring Development Programme 2021

This practical programme has been run successfully for many years for the Association of Anaesthetists by *Coaching and Mentoring Consultants*, an established provider of Mentoring Training in the NHS.

The online programme retains the distinctive elements which have made the face-to-face programme such a powerful learning experience.

The programme develops mentoring skills which can be used both in formal mentoring and also in a range of leadership and clinical situations with staff, colleagues and patients. It aims to develop participants' abilities to enable others rather than prescribe solutions. Developing these skills can be both challenging and rewarding for those whose professional culture is that of expert helping.

Participants:

- Understand what mentoring is and isn't
- Develop a working knowledge of one framework for mentoring: Egan's The Skilled Helper model (2010)
- Practise and develop their mentoring skills
- Consider how to use the model and skills appropriately at work

There is a mixture of taught inputs, demonstration by tutors, small group skills practice, group discussions, and pairs work. Participants spend a significant proportion of time practising skills. They work with a facilitator, learning from the roles of mentor, mentee, and observer. Participants bring real issues to discuss in the mentee role: there is no 'role playing'. Reflective practice is expected between sessions. Practical and professional issues arising from mentoring are discussed and participants are encouraged to plan how they will take forward the skills back at work.

The tutor team is Julia Pokora and Dr June Smailes. Also contributing will be Dr Nancy Redfern and Dr Robert Self from the Association of Anaesthetists, and Dr Diana Jolliffe. The Programme handbook, *Coaching and Mentoring at Work* (Connor and Pokora 2017) is co-authored by Julia, and is a best-selling text in its 3rd edition.

The programme will run for four sessions as below

- Session 1: Wednesday 13th October
- Session 2: Friday 15th October
- Session 3: Tuesday 9th November
- Session 4: Tuesday 14th December

Each session will run from 9.00am until 3.30pm.

If you are interested in attending this programme, please note:

- in order to ensure continuity of learning, participants are required to attend all sessions.
- participants bring their own real current issues for practice sessions- guidance will be given about what are appropriate issues.
- whilst you will learn a lot about yourself and about mentoring on the programme, it is not the place to bring difficult life events. If you are feeling particularly fragile, you may wish to defer attendance until things are more settled.
- practice between sessions 2&3 and 3&4 is expected: guidance will be given.