

Becoming an Aurora Mentor Workshop

Course Overview

Mentoring is now a vital development tool in many organisations and can be used to speed up integration through induction mentoring, to develop skills and support career progress as well as to address strategic objectives such as diversity, well-being or retention.

Evidence suggests that both mentor and mentee gain from the experience so the skills of mentoring appear to enhance wider working practices. This course gives an introduction to mentoring in an institutional context and will identify how to make mentoring effective. It will cover best practice guidelines to follow and give delegates practical advice in addition to well validated tools and techniques to use.

Learning Outcomes

By the end of the course, participants will be able to...

- set up and maintain a mentoring relationship in line with best practice and ethical guidelines
- appreciate the role of the mentor, and the personal characteristics that support successful mentoring partnerships select and apply a range of tools and techniques to enhance the mentoring process
- apply key skills and competencies required for mentoring in an institutional context
- support Aurora mentees as well as other colleagues in their development

Topics Covered

The topics covered in the course will include the following. However, during the workshop we may emphasise certain aspects in order to remain flexible to the needs of participants.

- Definitions and models of mentoring
- Paperwork and process consideration
- Goal Setting, Questioning and Listening Skills in the mentoring context
- Using Feedback, Challenge and Support effectively

- Applying the GROW model in mentoring
- Tools and techniques to facilitate development

Who Should Attend

The course provides an introduction to mentoring and is suitable for anyone who has, or is planning to take on a mentoring role. It is aimed at those with little experience of mentoring and would be appropriate for anyone looking to enhance staff development, in house mentors or for anyone with an interest in developing others.

The course is aimed at those taking on an Aurora mentee but has far broader applications.

Delivery Format

This course will be delivered on-line as two half days to allow some practice between the two sessions.

Delegates will need access to a private space, audio and camera functions plus access to Zoom.

The course will be highly practical and interactive with participants encouraged to test the ideas in a safe and confidential environment. The focus will be on how to apply the approach in their specific context and will identify further personal development opportunities.

Participants will be encouraged to discuss the material and reflect on how they can apply the ideas to the real-life mentoring they engage with.

Tutor



Dr. Carmelina Lawton Smith

Associate Lecturer: The International Centre for Coaching & Mentoring Studies,
Oxford Brookes University Business School.

Carmelina is an independent coaching and development specialist who focuses on leadership development, consultancy and facilitation. Offering customised development solutions, her work often includes training courses, one-to-one coaching, and mentoring or a combination of these activities. As an associate Lecturer with the International Centre for Coaching & Mentoring Studies she specialises in the design and delivery of bespoke coaching and mentoring programmes, short courses and coaching masterclasses. She is still an active coach/mentor and supervisor, and is involved

with the delivery of both the ILM 3,5 and 7. She has worked with a variety of organisations across a number of countries including the World Bank, the United Nations, Public Health England, the UK Civil Service, the NHS and a number of Universities involved in promoting coaching and mentoring.

With a First-Class BSc in Psychology and an MSc in Training and Development, Carmelina has continued to develop her skills throughout her career with a Postgraduate Certificate in Coaching and Mentoring Practice. Most recently, she completed her doctorate on how coaching supports resilience in leaders and has published a number of chapters and articles in relation to coaching and mentoring. She is a member of the British Psychological Society and the Association for Coaching. She is a member of the Editorial Board of the International Journal of Evidence Based Coaching and Consulting Editor for International Journal of Stress Prevention & Wellbeing. In addition, she is a member of the Oxford Brookes University Supervision Conference Academic Board and the Strategic Consultant for Education for the European Relocation Association.

Booking Information

Workshop 1: 09:30 – 12:30 both days

[Wednesday 6 October 2021 and Wednesday 4 November 2021](#)

Workshop 2: 09:30 – 12:30 both days

[Monday 8 November 2021- and Monday 13 December 2021](#)

Workshop 3: 09:30 – 12:30 both days

[Tuesday 11 January 2022 and Tuesday 8 February 2022](#)

Workshop 4: 09:30 – 12:30 both days

[Wednesday 16 February 2022 and 16 March 2022](#)

Prices

Members = £100 per person

Non-members = £135 per person