



Effective Mentoring Workshop

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What we will cover today

Explore

- Explore how mentoring can be used to enhance staff effectiveness

Recognise

- Recognise when mentoring is the most appropriate approach

Apply

- Apply mentoring models to change the culture of your MAT

Identify

- Identify sources of bespoke mentoring support





1. Explore how mentoring can be used to enhance staff effectiveness



Who was your best mentor and why?

Did you choose them or were they provided by others?



Mentor/coaching
skills?



Core skills

Great role
model

- Respected, integrity, inspiring

Expert
knowledge

- Lived experience, track record, opening doors

Understood
me

- Communication, active listener, friendly feedback, building trust, empathy



Why do leaders
need a mentor?



Reasons

Professional development

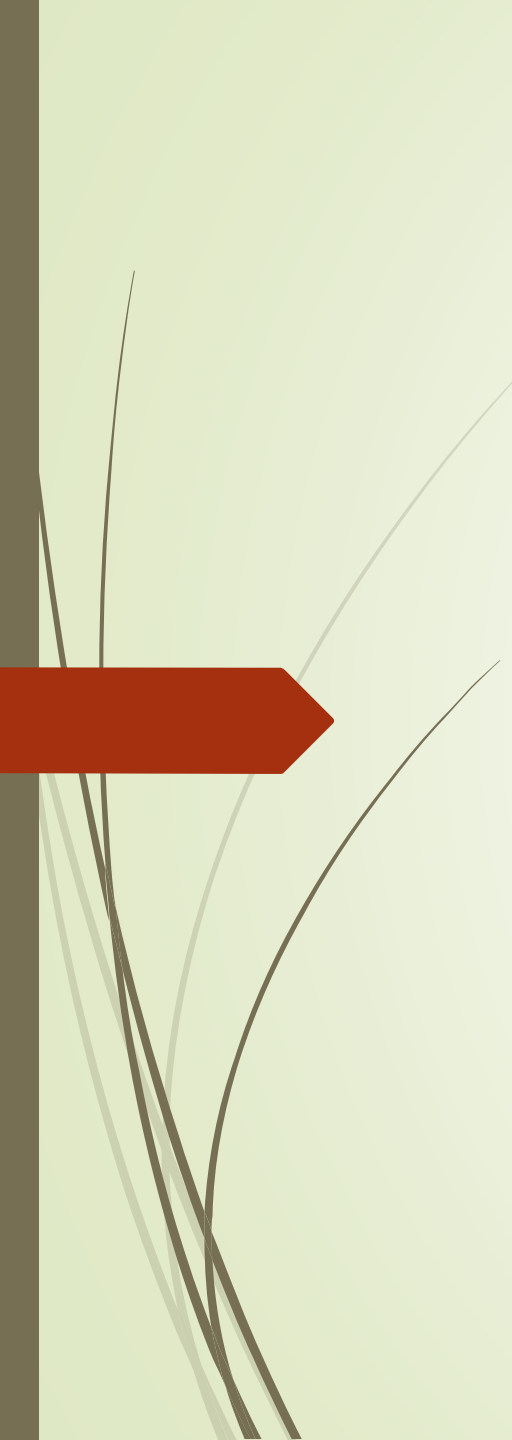
- New challenging role

Access to expert knowledge

- Role descriptions do not fully describe what is expected
- Knowledge building takes time
- Access to advice

Personal skills development

- Some roles need new approaches
- Skills assessment and development takes time



2. Recognise when mentoring is the most appropriate approach



When?

Business as usual

Support in one-off situations/challenges

Risky or vulnerable situations

Improve motivation

Improved teamwork



2. When?

Induction of new leaders

Organisational change

Strengthening culture

Pandemic gaps

Succession planning



3. Apply mentoring models to change the culture of your MAT



3. MENTORING MODELS

G - Goal

R - Reality check

O - Obstacles

W - Will



CASE STUDIES

Acquiring mentors



4. Identify sources of bespoke mentoring support

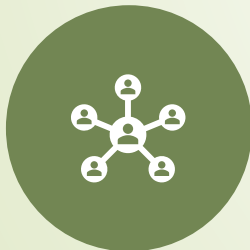
SOURCES OF MENTORING SUPPORT



UNIONS and ASCL



INDEPENDENT
CONSULTANCY



BUSINESS MENTORING
SERVICES – FOR
SUPPORT STAFF



LEADERSHIP
PROGRAMMES WITH
BUILT IN MENTORING



Strategic plans turn priorities into actions

- G – Ensure effective mentoring is taking place in your MAT
- R – What mentoring is already happening? How is it organised? Resources allocated?
- O – Is it linked to the strategic vision of your MAT with clear objectives? Monitoring? Evaluation of the impact? Reporting to Trustees?
- W – What will you change for your MAT? Timescale?



KEY TAKEAWAYS

- MENTORING is personal and can make a big difference to personal effectiveness
- ALL LEADERS can benefit from a mentor (preferably one that they choose)
- MENTORS should be trained to develop specific skills to add to their professional knowledge and experience
- MATs can build a culture of mentoring by providing system-wide access to mentors

Summary

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The logo for 'enjoy' features the word 'enjoy' in a lowercase, sans-serif font. The letter 'o' is replaced by a circular sunburst icon with multiple small dots radiating from a central point.

Education Services

When education is enjoyable everyone thrives

A decorative graphic on the right side of the slide. It consists of a vertical brown line on the left, from which several thin, curved lines of varying shades of brown and grey extend upwards and to the right. A solid red arrow points to the right, overlapping the bottom of these lines.

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Questions