

## Programme

Date | Tuesday 26 March 2019

Location | Central Cardiff

Audience | Paediatric trainees, SAS doctors and paediatric consultants

08:30	<b>Registration</b>	
09:00	Welcome and introduction	<b>Matt Driver</b> , independent consultant, coach and mentor  <b>Sandra Grealy</b> , independent consultant, coach and mentor
09:15	Our experiences of mentor figures	
09:30	Defining mentoring: a practical exercise. When and when not to advise	
10:00	Contracting for mentoring and boundary issues	
10:30	<b>Break</b>	
10:45	How does mentoring work? A model of a typical mentoring process	<b>Matt Driver</b>  <b>Sandra Grealy</b>
11:15	Core mentoring skills: introduction and demonstration	
11:30	Building trust and rapport with the mentee: getting the basics right	
12:00	Listening at different levels: moving beyond the facts	
12:30	<b>Lunch</b>	
13:15	Summary and paraphrasing in mentoring	<b>Matt Driver</b> <b>Sandra Grealy</b>
13:45	Setting goals and direction for a mentoring session: the research basis and practice	
14:45	Asking powerful questions: supporting your mentee's thinking - input and practice	
15:00	<b>Break</b>	
15:15	Question exercise: asking the right question in the right place	<b>Matt Driver</b>
15:45	Final mentoring exercise: using all the skills covered today	<b>Sandra Grealy</b>
16:15	RCPCH Mentoring Standards and supporting resources	<b>Quen Mok/Sarah Fellows</b> , RCPCH Mentoring lead and staff
16:30	Final questions and answers	<b>All</b>
17:00	<b>Close</b>	

## **Learning aim**

This is a highly interactive one-day course which provides paediatricians with the core skills and knowledge to be an effective mentor. It will allow delegates to have effective learning conversations with their mentees and by extension with other colleagues, patients and parents and carers. Delegates will be asked to draw upon experiences from their own life and/or practice within the interactive mentoring sessions

## **Learning outcomes**

By the end of this course, you will be able to:

- Explain what mentoring is and how it can be used in personal and professional development
- Define roles and responsibilities within a mentoring relationship
- Demonstrate core mentoring skills such as questioning techniques and goal setting
- Utilise a recognised model of mentoring
- Provide mentoring in your own setting
- Highlight the importance of safety and supervision in mentoring and understand how to provide this or how to signpost to other more suitable resources or individuals
- Access a range of support resources for mentoring e.g. contracts, reflection templates, post course peer support

## **Course leads**

### **Matt Driver**

Matt believes that growth and development are fundamental to human well-being as well as to success for individuals, teams and organisations. He has worked in Coaching and Leadership Development for 15 years, including significant periods as an internal manager, internal and external consultant and coach.

Matt's focus is the area where business and psychology meet and he has a strong academic and hands-on background to support this. He works particularly well with individuals, teams and organisations facing major challenges or who need to think differently about where they are and what they need to do.

An expert on Positive Psychology at work, Matt's recent book 'Coaching Positively – Lessons for Coaches from Positive Psychology' (McGraw Hill/Open University Press, 2011) focuses on how this new field of psychology can inform and transform relationships and performance.

Recent and current work includes:

- Coaching leaders in local government, a multinational manufacturer, a major UK public organisation, the British Council, the NHS, entrepreneurs and many more

- Health Education North West London: Helping to develop a coaching & mentoring service and training over 600 doctors and dentists in London with over 2400 people having used the service. Significant follow-up and supervision support
- Health Education England, Yorkshire & The Humber: Developing a coaching and mentoring service and training for doctors from all specialities. Supervision support
- NHS NW: Coaching & mentoring training for inter-professional groups as well as specific Trusts or CCG's. Masterclasses and one day supervision sessions
- Scottish regional development agency: Developing an in-house mentoring service to support emerging leaders
- Presenting workshops and training on Positive Psychology, coaching and leadership: Sport Scotland, NHS NW; UK - various clinical specialties; Doradca Consultants Warsaw, Kinharvie Institute Glasgow; Focolare, Prosperous, Ireland; ECB in Frankfurt;

In addition:

Matt has significant overseas experience and is a talented linguist. He values the positive in every culture and has a real skill in working with a wide range of people, particularly those who work through English but whose first language is not English. Active outside work in local schools and sports, and leading a family support network, Matt has spoken at and chaired a number of conferences on work and community issues. Matt holds an MBA, an MSc in Organisational Psychology and Diplomas in Executive Mentoring and Coaching and Organisational Consulting. He has practitioner training in NLP and Gestalt and is qualified to use the MBTI and 16PF personality questionnaires and the Realise 2 strengths assessment. He is a tutor, supervisor and assessor for the Level 7 UK Institute of Leadership & Management (ILM) and European Coaching and Mentoring Council(EMCC) -accredited Coaching and Mentoring Certificate and Diploma.

### Sandra Grealy

Sandra is an accomplished executive coach, facilitator and supervisor. She has more than 15 years of experience working in leadership development with Board executives and senior managers in public and private sector organisations, including FTSE 100 companies.

Sandra was one of the first executive mentor/coaches in the UK to be awarded the prestigious EMCC European Individual Accreditation at its highest Master Practitioner level. She enjoys the challenge of working with groups and individuals to unlock potential, provide them with a safe and rich reflective space and catalyse ideas into action. She is skilful at working with individuals and organisations to get to the heart of the complex issues which hold them back, and impact upon performance and service delivery.

Recent and current work includes:

- Mentoring and coaching training, and supervision to coach/mentors in the HEE Yorkshire and Humberside region

- Coaching a senior clinical leader who is being made redundant due to structural changes in NHS pan London arrangements. The coaching is focussing on developing a portfolio of leadership work post redundancy
- Development of a large multicultural team within the European Central Bank, helping them to understand one another's strengths and blind sides and improve collective team working
- An executive of a major UK TV company who came to coaching to work on personal impact and enhancing performance as manager of a large team
- Leading on coach training for NHS North West and NHS North East to support the development of coaching services across the regions
- Establishing supervision and action learning for groups of novice NHS coaches to help them develop their coaching and deal with ethical and professional dilemmas in their practice.

In addition:

Sandra led the management development function for the London Ambulance Service during a challenging period of change and modernisation. She has 10 years of experience as a Home Office assessor in selecting police leaders for the highest level of command. She is also the resident ILM "Master Coach" columnist, answering coaching questions and dilemmas for its Edge magazine. Sandra has an MBA, is a Chartered Member of CIPD, Fellow of the Chartered Management Institute, has a post graduate Diploma in Professional Executive Coaching and post graduate qualification in Coaching Supervision. She is accredited in a wide range of psychometric instruments including Myers Briggs Type Indicator, Emotional and Social Competence Inventory, Strength Deployment Inventory, Occupational Personality Questionnaire 32 and the Hogan suite. She is also a Master Practitioner in Neuro Linguistic Programming.

This course has been approved in accordance with the current RCPCH CPD guidelines.

Please note that due to unforeseen circumstances, sessions and presenters may be subject to change.