



Making the Most of Mentoring

Increasing levels of personal and professional support

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New Zealand
**COACHING &
MENTORING**
CENTRE

www.coachingmentoring.co.nz

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Public courses

Coaching & Mentoring Skills – 1 day face to face in AKL & WGTN or 3 hour virtual workshop via Zoom delivered once every 2 months

Professional Mentoring, Supervision & Workplace Coaching Skills – 3 days + 2 days Unitec certificate level 7, 15 credits AKL & WGTN (register your interest with us to be kept up to date with dates)

Supervision Skills for Health & Social Service Professionals – 2 days AKL, WGTN, CHCH Unitec certificate level 5, 4 credits.

The Power of Peer Supervision – tools for mentoring & supervision groups 1 day face to face workshop or 4 hour virtual workshop

Leaders as Coaches – developing people and performance 1 day face to face workshop or virtual workshop over two 3 hour sessions.

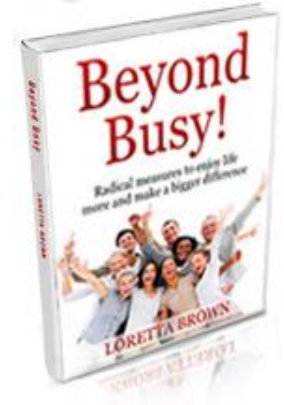
We also deliver these courses in house – please contact me for a no obligation proposal.

Reflective practice is the ability to **reflect** on one's actions and choices so as to engage in a process of continuous learning.



Beyond Busy!

Bringing leadership back into every
day



www.CoachingMentoring.co.nz

FREE EBOOK under resources



Potential Areas for Mentoring

- Nutritional science and practice development
- Professional skills development
- Career development
- Business development
- General life management
- Project management or dealing with complex decisions or situations
- Personal support

Definition of mentoring



Mentoring is a supportive learning relationship between a caring individual who shares his/her knowledge, experience and wisdom, with another individual who is ready and willing to benefit from this exchange, to enrich his/her professional journey.

Suzanne Faure



The Mentor – roles

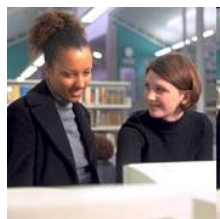
- Sounding board
- Networker
- Critical friend and confidant
- Sharer of knowledge
- Encourager
- Career and work/life balance advisor
- Political/Cultural advisor
- Role model



Mentoring is...

A brain to pick, an ear to listen and an occasional push in the right direction.

John Cosby



Mentoring programmes



Groups

Facilitated by an experienced clinician or self managing peer mentoring groups



E mentoring

One to one mentoring



Reverse mentoring

Short term mentoring
'100 day'

Peer Mentoring Groups

- Provide more people more access to mentoring
- Build skills in collaboration, coaching, reflective learning...
- A way to cascade mentoring throughout an entire organisation
- Access clinically relevant support whilst building a professional network



People need to hear...

3 to 5 positives to every negative, constructive or improvement comment

Especially now!





How to choose a mentor

- What do you hope to gain from a mentoring relationship?
- What kind of mentor are you interested in (e.g. in your field, a different sector, with specific skills/experiences...)
- What are the potential barriers to embarking on a mentoring relationship? (e.g. time constraints) and how might that affect your choice of mentor?
- Would you be happy to be mentored at a distance (by phone, Zoom) or how far are you willing to travel?
- Do you have a preference in terms of gender, seniority, ethnicity...?
- Who might be able to guide you in your career? Who has the industry experience, networks or abilities that would be useful to you?
- Who do you see who is doing exactly what you'd **love** to be doing in 3 - 5 years time?