Developing mentoring skills and mindset

Duration: 1 day
Audience: Coach

Who is this training for?

This training is specifically intended for professionals, managers and anyone in a coaching role who wishes to strengthen their mentoring skills and abilities. This includes HR professionals, coaches, consultants, mentoring program managers, as well as anyone else interested in this process and interested in investing in the development of this key competency.

Training objectives

- Understand the foundations of mentoring to explain its principles and benefits in a professional context.
- Analyze the roles and postures of the mentor in order to adopt a coaching style adapted to the needs of the mentee.
- Use the key tools of mentoring and develop the interpersonal skills necessary to establish a relationship of trust

Summary

In an ever-changing world, and in the context of rapidly changing workplaces, it is more essential than ever to strengthen knowledge and develop skills. Organizations that want to be learners have several avenues and mentoring is one of them as the most effective and least expensive means of learning! Being a good mentor, ... it can be learned! There is a lot of research that shows that the mentor's professional background is not enough to guarantee ethical and beneficial mentoring for the mentee. Mentor training is a key factor in success and mutual satisfaction. Accompanying in action requires interpersonal skills and specific skills, tact, an ability to create a relationship of trust and to offer a safe environment where the person can flourish and deploy his or her talents. This training will allow you to acquire or consolidate the knowledge and skills essential to adopt a coaching style adapted to the needs of mentees in a mutually beneficial dynamic.

Course outline

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Understand the basics of mentoring to explain its principles and benefits in a professional context.

- Know the origin, definition, different types and benefits of mentoring.
- Situate the positioning of mentoring in the change management professions.
- Grasp the 3 functions of the mentor

Analyze the roles and postures of the mentor in order to adopt a coaching style adapted to the needs of the mentee.

- Discover the benefits of mentoring training and the expertise required to be a good mentor.
- Discern the different modes of support.
- Develop attitudes conducive to successful mentoring.
- Define your mentor DNA to anchor your confidence.

Use the key tools of mentoring and develop the interpersonal skills necessary to build trust.

- Accompany without judgment: get out of your biases and prejudices • Grasp the key steps of mentoring to structure the support.
- Know how to create a connection and build a relationship of trust with the mentee.
- Guide a mentoring interview through an effective framework.
- Develop empathetic and generative listening skills to promote the relationship of trust and the development of the mentee.
- Deploy powerful questioning to lead to deeper engagement and self-generated solutions.
- Use feedback and debriefing to recognize and anchor the mentee's learnings.

Approach and methodology

This training focuses on learning rooted in practice and self-reflection. It combines conceptual contributions, role-playing and structured exchanges between participants to allow a gradual integration of the mentor's skills. Contextualized theoretical contributions: the foundations of mentoring are presented in a concrete way, directly related to the participants' reality

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Practical exercises: participants practice guiding a mentoring interview, asking powerful questions and offering constructive feedback

Reflection on their mentoring DNA: each participant is invited to identify their natural coaching style to anchor their confidence and posture

Peer-to-peer learning: Collective exchanges allow us to enrich ourselves with the diversity of experiences and professional contexts present in the room.

Recommendations

- Actively participate
- Teser, experiment, accept feedback
- Stay in learning mode and not perform

Accreditations

The activity is recognized by the **CHRP**.

Pre-approval number : **6285**

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