

Mentoring Workshop Overview

by *Nadine Ryan Bannerman*
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Purpose

Provide participants with information about mentoring, enhance their comfort levels around participation in a mentoring program, and provide participants with the tools to get the relationship off to a good start.

Topic Areas

- What is Mentoring
 - Mentoring defined, the mentoring relationship cycle
 - Mentor, coach, sponsor: the differences
 - What mentoring is not
- Benefits
 - Benefits for the protégé
 - Benefits for the mentor
- Pitfalls
 - Things that can go wrong
 - How to spot them early and deal with them
- Skills and tools for building a good mentoring relationship
 - Listening and questioning skills
 - Reflection and learning
 - Feedback
 - A quick coaching process for working

through a business issue

- Developing resilience
- Relationship process (“health” checks)

Process

Here are some process options that can be designed to fit the audience:

- Presentation
- Discussion
- Interactive exercises:
 - Small group discussion to allow more experienced mentors to share their experiences
 - Guided discussion (provided with a set of questions) with mentor/protégé pairs on working through mentoring relationship issues
 - Coaching exercise to work through a business or career issue
 - A short version of a personality or learning styles exercise
 - Experiential activities to try out the skills listed above

Presenter

Nadine Ryan-Bannerman, M. Ed. (Adult Education)



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Nadine's experience in the area of mentoring includes researching, designing and delivering the Coaching and Mentoring workshop for the University of Calgary's Certificate in Adult Learning program, workshops and presentations for the United Way, the Canadian Federation of Women in Medicine and Alberta Agriculture, and writing and speaking on mentoring for the Alberta Association of Continuing Education and the Central Alberta Women's Outreach International Women's Day Fundraising Event.

In addition to a Master's Degree in Adult Education, Nadine has formal coaching training from the Coaches Training Institute in San Raphael, California. Nadine has coached managers and leaders at all levels in oil and gas organizations, professional associations and small businesses.

Perhaps most importantly, Nadine has experienced first hand the benefits of being a protégé and a mentor.