

Mentorship Training Program

Designed and Presented by

Duncan Sutherland JP

Executive Coach

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Table of Contents

Objectives	4
Program Overview	4
Pre-course Activities	4
Recommended post-course reading	4
Facilitator Details	4
Program	5
What is Mentoring?	6
Features of Mentoring Programs	6
Mentoring and Supervision	7
Resourcing and supporting mentorship programs	7
Elements of a Mentoring Program.....	7
Lao Tzu	8
Learning-Centred Leadership	9
Your Interpersonal Style	10
Personality	14
Signature Strengths	15
Virtues.....	15
Happiness	15
Brain Wiring Test.....	16
Information Receptor Preference	16
The Inner Game.....	17
Strategies for Developing Leadership	17
Leadership Capabilities Frameworks	18
Learning-Centred Leadership Capabilities	18
Australian Public Service Commission	18
Leadership Capabilities Self-Analysis	19
Steven Covey's 7 Habits of Highly Effective People	20
Introduction.....	20
Habit 1: Be Proactive	23
Habit 2 – Start with the End in Mind	25
Habit 3: Put First Things First	29
Habit 4: Think Win / Win	31
Habit 5: Seek first to Understand before being Understood	31
Habit 6: Synergise	33
Habit 7: Sharpen the Saw.....	33
Influence	34
Reciprocity	34
Consistency	34
Consensus.....	35
Liking.....	35
Authority.....	35
Scarcity	35
Influence across Cultures	36
Coaching Skills for Mentors	37
Listening Skills.....	37
Questioning Skills.....	39
Feedback Skills.....	40
The GROW Model	43
Professional Development Planning	43
Appendices	46
Kegan's Levels of Social Maturity.....	46
VIA Signature Strengths Groupings.....	47
Characteristics of Signature Strengths.....	48
Styles of Handling Interpersonal Conflicts.....	49
References	52

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Objectives

At the completion of this training program the participant will be able to:

- Understand mentorship in the public sector from both theoretical and applied perspectives;
- Understand the significance of self-awareness as an element for effectiveness of mentors, end for change in mentees;
- Apply these understandings to the implementation of a mentorship program for others;
- Understand and apply development models to work and personal life situations
- Develop and implement professional development programs to build leadership capability in themselves and others

Program Overview

The program covers definitions of mentorship, including mentoring models and how to plan a program. Self-awareness is considered in detail, as it is the basis of effective change, and is of great significance for both mentors and mentees to attainment of effective outcomes for mentees.

Models by Stephen Covey and Robert Cialdini are introduced as the basis for improved self-effectiveness and influence.

The program describes three key coaching skills, questioning, listening and feedback skills. Techniques are described that use these skills

Pre-course Activities

The participant will be asked to undertake the following on-line surveys:

- VIA Survey of Character Strengths at www.authentichappiness.com
- Big 5 Personality Assessment at <http://www.personalitytest.net/ipip/ipipneo300.htm>

Also view the following on-line material:

- Sinek S (2009) *How Great Leaders Inspire Action* TED Talks http://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action.html

The participant will also be asked to undertake the following self-assessments:

- DISC Analysis
- Brain Wiring Test
- Information Receptor Preference

Recommended post-course reading

The following readings are suggested following the program:

- Cialdini R (2001) *Influence: The Psychology of Persuasion* HarperBusiness.
- Covey S (1995) *The Seven Habits of Highly Effective People* The Free Press.

Facilitator Details

Duncan Sutherland JP
Mobile: 0431 452 862
Fax: 8211 5238
Email: dasuther@gmail.com