

Deep Mentoring for Mentors

COURSE SYLLABUS

ABOUT THE COURSE

Course Mission

That as a mentor you will understand the principals of deep mentoring and how to create powerful, constructive conversations to get what you want.

Learning Objectives

After completing the course, you will learn powerful new distinctions that will improve your knowledge and practice base to:

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- ➔ acquire powerful distinctions in conversation and language that give you access to unlock the benefits of mentoring;
- ➔ develop conversation and language skills that will increase your capacity to getting your voice heard, influencing your mentee and improving the quality of your immediate working relationships
- ➔ learn practical problem solving and solution focused methods to address workplace concerns with your mentee;
- ➔ Improve personal work effectiveness and your own productivity and
- ➔ Understand and manage moods in the workplace-your own and others.

Learning Goals

- To appreciate the power of language and conversation in getting work done, the quality of workplace relationships, and job satisfaction in 21st Century workplaces;
- Discuss the importance of living in a context that you create for your mentee;
- Discuss with other like-minded participants the uncertainty of continual and massive upheaval and change and how that impacts Indigenous Australians and the implications for existence
- Understand the key conversation and language distinctions and how to use them to good effect;
- How to manage your own, and the moods of others to avoid the often unintended destructive and negative impact of certain moods in work teams and workplaces;
- Appreciate how critically important integrity and trust are to positive working relationships and getting work done, and practical ways as to how you can contribute to that.

About the Instructor

Veronica Williams

- Co-founder, Director and Owner of Building Indigenous Capability
- Qualified and experienced coach, mentor, trainer and facilitator
- Has designed and delivered her own training workshops
- Broad and extensive Indigenous community and public sector experience
- Worked in remote communities in Cape York Peninsula for 13 years
- Facilitator for FaHCSIA's National Indigenous Women's Leadership Program
- Member of National Aboriginal and Torres Strait Islander Women's Alliance
- Accredited Crucial Conversations® Trainer

Course Requirements

Pre-Requisites: Willing to take responsibility for own learning

Course Schedule

Arrive at 8.45am on Day 1 for a 9am start
Start 9.00am - Finish 5.00pm
Morning and Afternoon Tea provided

Course Format

Course Format

2 day course
Class room style lessons and discussions
Workshops, Personal Reflection, Group Activities and Quizzes

Participant Benefits

- Interaction with highly qualified, competent Indigenous trainer
- Key take-away: How to build constructive workplace relationships and get more job satisfaction
- Understand how to shape and leverage an Indigenous context to benefit you to have more influence and get heard in the midst of never-ending change, turmoil and upheaval
- Expand and deepen your networks
- Share stories and experiences with likeminded people and have fun

Course Coverage Day 1

Session #	Topic	Key Learning Points
1	INTRODUCTIONS	<ul style="list-style-type: none"> • Welcome • Introductions • Getting to know each other • Program Outline • Expectations
2	THE IMPORTANCE OF MENTORING	<ul style="list-style-type: none"> • Context • What is mentoring? • How mentoring benefits you • Mentor challenges
3	LANGUAGE	<ul style="list-style-type: none"> • Introduction to Language in the 21st century • Basic Linguistic Acts
4	LISTENING	<ul style="list-style-type: none"> • Listening and Hearing • Listening and Relationships • The 3 A's of Listening • Group Work
5	ASSESSMENTS AND ASSERTIONS	<ul style="list-style-type: none"> • What is an Assessment • What is an Assertion

6	DECLARATIONS	<ul style="list-style-type: none"> The power of a Declaration
7	PROMISES	<ul style="list-style-type: none"> Definition of a promise
8	REQUESTS	<ul style="list-style-type: none"> Request + Declaration = Promise Elements of a Request
9	OFFERS	<ul style="list-style-type: none"> Offer + Declaration = Promise What is your offer to the world?

Course Format Day 2

Session #	Topic	Key Learning Points
1	INTRODUCTIONS	<ul style="list-style-type: none"> Recap/Review
2	THE UNCERTAINTY OF CHANGE AND THE IMPACT ON A CHANGING ENVIRONMENT	<ul style="list-style-type: none"> Video on Change Group work on a changing landscape Aboriginal issues & culture Expectations & Breakdowns
3	LEARNERS	<ul style="list-style-type: none"> Learning and being a learner Allies and enemies of learning
4	MOODS	<ul style="list-style-type: none"> Why moods matter Distinguishing between moods and emotions
5	BASIC MOODS	<ul style="list-style-type: none"> The six basic moods of life
6	INTEGRITY	<ul style="list-style-type: none"> A definition of integrity
7	PANEL & CLOSE	<ul style="list-style-type: none"> What has been the most useful learning to put into action? What specifically are you going to be doing differently that will be observed by others? What's next?