

## Guiding with Wisdom

Mentoring is a profound relationship in which an experienced individual (the mentor) shares knowledge, insights, and support with someone less experienced (the mentee) to facilitate personal and professional growth. It's a journey of mutual learning and development, often marked by lasting impact.

This course is designed to empower mentors and mentees with the essential skills to navigate skillful conversations effectively in today's dynamic and uncertain landscape. In this course, participants learn how to facilitate conversations that foster the seamless transfer of knowledge and skills. By mastering these techniques, both mentors and mentees are better equipped to harness their potential and adapt swiftly in a fast-changing world, ensuring they stay relevant and agile in their professional journeys.



UCT  
Certificate Award  
100% Attendance

## What can you expect from this course

- Registered 1-day UCT Short Course.
- Difference between mentoring and other interaction techniques.
- Identify mentoring candidates and how to approach them.
- Integral coaching techniques to guide mentees in uncovering their strengths, values, and resources.
- Relevant skills that help to build mutual respect and trust between mentors and mentees.
- Practical knowledge on the processes, skills, and qualities that will make you a great mentor.
- How to ensure that your mentoring interventions are hitting the mark and achieving the desired results.

<p><b>Course outcomes</b></p>	<p>At the end of this course, students will:</p> <ul style="list-style-type: none"> <li>• Clearly understand the difference between mentoring and other modalities at your disposal</li> <li>• Be more able to recognize openings for mentoring</li> <li>• Be more skilful in fostering mutual respect and trust with the people you mentor</li> <li>• Have experiential experience of the processes, skills and qualities that you need to develop to be a competent mentor</li> <li>• Ensure that your mentoring efforts will more often result in impactful interventions with the people you mentor</li> <li>• Finally, you will be more competent to mentor</li> </ul>
<p><b>Content outline and assessment plan</b></p>	<ul style="list-style-type: none"> <li>• Context - Mentoring vs. Other Ways of Interacting</li> <li>• Definition of Mentoring</li> <li>• Mentoring: The art of conversation - creating mutual trust &amp; respect between mentor and mentee</li> <li>• The mentoring conversation - Deepening the flow</li> <li>• The mentoring conversation - Listening</li> <li>• The mentoring conversation - Speaking</li> <li>• The mentoring conversation - Questioning</li> <li>• Interactive Mentor/Mentee workbook with exercises, practices and structure throughout the mentor relationship from start to end. This is designed to ensure sustainability, structure and consistency to ensure the success of any mentoring relationship</li> </ul> <p>There is no formal assessment, however 100% attendance is required, which also include observation and experience of quality classroom participation by the lecturers.</p>