

## The strengths approach to mentoring (two days)

Mentoring has become an effective means of supporting learning and providing support to staff in all sorts of organisations as a means of increasing support, skills, knowledge, confidence and motivation of employees. It can contribute to the development of a supportive learning environment in organisations and provide a means of valuing staff, supporting staff retention and transfer of organisational knowledge.

Mentoring can involve conversation, reflection, planning, modelling, supporting, coaching and advice that enables relevant, self-paced learning and flexible timeframes to address a vast array of learning and support needs and goals from theories and models to practical tasks and skills.

This workshop will explore mentoring, its relevance and benefits, and its connection with the strengths approach. Participants will be able to describe how to prepare for mentoring, commence and proceed with the mentoring relationship, establish goals for mentoring, review progress, and review the mentoring relationship. The workshop will provide opportunities to practise goal setting, reflective practice, problem solving and feedback using a strengths approach.

