

Becoming an Aurora Mentor Workshop

“I found the course immensely helpful. It provided excellent guidance not only for Aurora mentoring but mentoring in general. The programme covered all aspects of Aurora mentoring. We identified possible issues and discussed strategies to deal with these. The trainer was skilled at facilitating and getting people to share their knowledge and experience. It was a very positive experience but didn't shy away from real practical problems that could arise. I believe it will really help me be a better mentor going forward”

Introduction

Following the success of the Becoming an Aurora Mentor workshop designed and delivered by Carmelina Lawton-Smith, Advance HE have been working with an extended group of facilitators to update and further enhance the programme for 2023-24. We have increased our capacity to deliver these workshops and are delighted to be able to offer the programme as both an open/public programme and via a standardised in house offer. The open programme is for those institutions who only want to send up to four participants and wish their mentors to meet colleagues from other institutions. We have four cohorts scheduled for 2023-24. The in house programme is for institutions that have a minimum of 10 people that they would like to put through the programme.

Course Overview

The end of Aurora evaluation survey for 2021-22 reiterated the importance of mentoring as a critical aspect of the programme. However, participants noted that further support for mentors and mentees and additional guidance around structure and expectations of contact time was crucial with ideally more integration and connection into Aurora.

Mentoring remains a vital development tool in many organisations and can be used to speed up integration through induction mentoring, to support organisational change, to develop skills and support career progress as well as to address strategic objectives such as diversity, well-being or retention.

Evidence suggests that both mentor and mentee gain from the experience so the skills of mentoring appear to enhance wider working practices. This course provides an introduction to mentoring in an institutional context and will identify how to make mentoring effective. It will cover best practice guidelines to follow and give delegates practical advice in addition to well validated tools and techniques to use.

Learning Outcomes

By the end of the course, participants will be able to:

- Set up and maintain a mentoring relationship in line with best practice and ethical guidelines;
- Appreciate the role of the mentor, and the personal characteristics that support successful mentoring partnerships;
- Select and apply a range of tools and techniques to enhance the mentoring process;
- Apply key skills and competencies required for mentoring in an institutional context;
- Support Aurora mentees as well as other colleagues in their development.

Topics Covered

The topics covered in the course will include the following. However, during the workshop we may emphasise certain aspects in order to remain flexible to the needs of participants.

- Definitions and models of mentoring
- Paperwork and process consideration
- Goal Setting, Questioning and Listening Skills in the mentoring context
- Using Feedback, Challenge and Support effectively
- Applying the GROW model in mentoring
- Tools and techniques to facilitate development

Who Should Attend

The course provides an introduction to mentoring and is suitable for anyone who already has, or is planning to take on a mentoring role. It is aimed at those with little experience of mentoring and would be appropriate for anyone looking to enhance staff development, in house mentors or for anyone with an interest in developing others. The course is aimed at those taking on an Aurora mentee but has far broader applications.

Delivery Format

This course will be delivered on-line as two half day workshops to allow some practice between the two sessions which will ideally be two weeks apart. Delegates will need access to a private space, audio and camera functions plus access to Zoom. The course will be highly practical and interactive with participants encouraged to test the ideas in a safe and confidential environment. The focus will be on how to apply the approach in their specific context and will identify further personal development opportunities.

Participants will be encouraged to discuss the material and reflect on how they can apply the ideas to the real-life mentoring they engage with.

Booking Information

While anyone can book on the open cohorts via the booking links below we ask that you contact your institutions Aurora Champion before booking. A list of Champions can be found [here](#)

Prices:

Open programme:

Members = £150 per person

Non-members = £200 per person

In house programme:

Members = £2,100 for between 10 – 20 participants

Non members = £2,850 for between 10 – 20 participants

Open programme dates:

Dates and links to the individual booking pages for each of the four 'open' cohorts can be found below. We allow a maximum of four participants from one institution on each of the open programmes. Each cohort will have a maximum of 20 participants.

Cohort 1:

Workshop 1 - 15 Nov 2023 9.30 am 12.30 pm

Workshop 2 - 29 Nov 2023 9.30 am 12.30 pm

[Becoming an Aurora Mentor Workshop 2022/23 - Cohort #1 - My Advance HE \(advance-he.ac.uk\)](#)

Cohort 2:

Workshop 1 – 26 Jan 2024 9.30 am - 12.30 pm

Workshop 2 – 9 Feb 2024 9.30 am - 12.30 pm

[Becoming an Aurora Mentor Workshop 2022/23 - Cohort #2 - My Advance HE \(advance-he.ac.uk\)](https://advance-he.ac.uk)

Cohort 3:

Workshop 1 - 9 May 2024 14.00 pm - 17.00 pm

Workshop 2 - 23 May 2024 14.00 pm - 17.00 pm

[Becoming an Aurora Mentor Workshop 2022/23 - Cohort #3 - My Advance HE \(advance-he.ac.uk\)](https://advance-he.ac.uk)

Cohort 4:

Workshop 1 - 5 Jun 2024 14.00 pm - 17.00 pm

Workshop 2 - 20 Jun 2024 14.00 pm - 17.00 pm

[Becoming an Aurora Mentor Workshop 2022/23 - Cohort #4 - My Advance HE \(advance-he.ac.uk\)](https://advance-he.ac.uk)

In house programme:

This year we are delighted to be able to offer this programme in house for institutions who have between 10 and 20 mentors that they would like to participate in the programme. We are also happy to accept two institutions running the programme together with up to 20 participants. Running the programme in house also provides a discounted price per person which increases based on numbers above 10.

To sign up for the in house version of the programme please [complete this form](#) confirming key details and we will be in touch to agree the dates and finalise payment options. To note we suggest that each of the two half day workshops are roughly two weeks apart.

If you have any questions please contact auroradevelopment@advance-he.ac.uk

Facilitators



Jo Cutler

Jo Cutler is an experienced Organisational Development specialist with a solid background in talent and leadership development. She is an EMCC accredited coach and award-winning leadership development specialist focused on enabling leaders, teams and individuals to be the best that they can be. Jo has an M.Ed. and a PGDip in HR Management and brings a wide range of skills and experience, both in the higher education sector and beyond.

Jo works with leaders to maximise their own style and skills to perform with confidence and purpose, deliver greater engagement, and get the best from others. Jo's focus is on developing leadership that is values driven, appreciative, inclusive and relationship centred. She draws from positive psychology techniques for increasing resilience, engagement and wellbeing at work and has extensive experience working with leaders using Emotional Intelligence profiling, behavioural profiling and Insights Discovery profiling. With a clear customer and results focus and a proven track record in the development of programmes for leaders and their teams at all levels, Jo has led business critical projects resulting in the delivery of key organisational goals, performance improvement, cultural change and organisational change.

An empowering and outcome-oriented facilitator, Jo supports leaders to increased performance and wellbeing through raising their awareness around key challenges and illuminating their options and choices. Grounded in a 70-20-10 approach, her blended, multi-touch point programmes enable leaders to review their actions, behaviours and mindset and make the step-changes required for success - maximising their leadership style and skills to perform well, deliver greater engagement and get the best from others.



Ian McKechnie

Ian's primary aim is to help people get more performance and job satisfaction by crossing the threshold from having skills to having influence. Ian works with executives as an ICF accredited coach, and facilitates team workshops for skills to influence. His main areas of focus are: leadership development, finding your narrative, presenting ideas with power and purpose, change management, and employee engagement. Ian has a special interest in loyalty - especially around staff and client retention - and the drivers of motivation and performance in the workplace. He helps firms design and deliver creative, high impact workshops and programmes for their high potential people in inspiring locations around the world.

He is certified in MBTI (Myers Briggs), Prophet, and Insights personality profiling and has a masters degree in Strategic Marketing and a professional coaching qualification with the International Coaching Federation.



Debra Croft

Debra is interested in fairness and choice and has experience in private, public and third sector. Debra's work focusses on inspiration and advice for transformations and transitions, evidence based project work for strategic change, EDI and Mental Health, young people, mentoring and coaching for growth and performance

Recent projects have included delivering EDI Change Agent training with Advance HE; developing / delivering mentoring training for senior academics in Peru, casework investigation (HE equality), independent project evaluation (for funding body reports), funding applications, strategic equality action plans, managing and providing Access to Summer Science projects, and mentoring.

“A thorough and useful grounding on mentoring, particularly from the Aurora perspective, and a great opportunity for mentors to engage with each other.”