Peer Mentoring, Coaching and Action Learning Sets in the Workplace

**Short Session Descriptor**
A practical and interactive course for Early Career Researchers wishing to investigate the principles of mentoring, coaching and the use of action learning sets within the work place to enhance their management skill set.

**Longer Session Description**

**COURSE AIMS**
This 2 hour course is aimed at Early Career Researchers who wish to further develop skills to improve their effectiveness in the workplace:

- You will be introduced to the principles of coaching, investigate how to adopt a coaching style in conversations and see the benefits this can produce.
- You will also examine how you could gain maximum benefits from mentoring and being mentored.
- You will get a chance to practice using coaching skills in either a one-to-one or group situation.
- You will be introduced to the concept and principles of Action Learning Sets.

**INTENDED AUDIENCE**
Recommended for Early Career Researchers aiming to develop this skill area to enable them to effectively supervise, lead and manage others now or in the future.

**COURSE CONTENT**
The course will enable you to:

- Understand how coaching skills work and how they can be used to create powerful conversations to help people.
- Develop and practice a range of coaching skills.
- Experience being a coach and being coached.
- Understand the value of giving and receiving feedback as part of adopting a coaching style.
- Understand better how a coaching style benefits mentoring relationships.
- Examine the concept of mentoring.
- Explore the principles of action learning sets.

**LEARNING OUTCOMES**
By the end of this course you will be able to:

- Compare coaching with other paired-support interventions.
- Examine, and attempt to better understand, how you relate to others.
- Look at the mentoring relationship and how this can be structured to benefit both yourself and the learner.
Use a coaching style to conduct a conversation with another delegate and give and receive feedback on how the conversation goes.

Explored the concept of Action learning sets in relation to the work place.

UNIVERSITY OF EXETER DOCTORAL COLLEGE TRAINING THEMES

Our PGR and ECR training activities are currently mapped to the national, RCUK-endorsed, Vitae Researcher Development Framework and will continue to be so to address national agendas. However, in response to PGR, ECR and academic feedback, and, consequently, to demonstrate clear links between provision and needs, our training activities are also informed by and mapped to six, non-discrete, main themes. The themes are: ‘Planning Research’ – eg: identifying and securing research partners (including, for example, collaboration and networking skills), writing proposals and applying for funding; ‘Doing Research’ – ie disciplinary, inter-disciplinary and more generic research methods, methodology, and related training; ‘Disseminating Research’ – ie writing journal articles, books, and reports, and presentation skills; ‘Teaching’; ‘Employability’; and ‘Wellbeing’

The main theme for this course is: ‘Employability’

RESEARCHER DEVELOPMENT FRAMEWORK (RDF) https://www.vitae.ac.uk/researchers-professional-development/about-the-vitae-researcher-development-framework/developing-the-vitae-researcher-development-framework

The RDF is a tool for planning, promoting and supporting the personal, professional and career development of researchers. It articulates the knowledge, behaviours and attitudes of researchers and encourages them to aspire to excellence through achieving higher levels of development

This course links most explicitly to RDF sub-domain D1

PRESENTER INFORMATION

This session is facilitated by Kate Foster - Researcher Development Career Coach

WHAT OTHERS HAVE SAID ABOUT THIS COURSE

“The summary of the purpose of coaching and mentoring and how it can be implemented was really useful” Research Only Staff in Medical School

BOOKING INFORMATION

Please Note – You need to register for this course in advance. Registration for courses that require advance online booking opens on 1st September or 3 months before the course start date, whichever is earlier.