

Mentor and skills coach development scheme



There are many staff in an organisation who support and develop others in the workplace, either by helping them develop their skills through informal or formal coaching, or their personal development through mentoring.

Their impact on organizational performance, resulting from the transfer of their skills and experience is implicitly recognized, but not usually formally embedded within the organizations HRD portfolio. However, those staff who are predisposed to undertake these roles, report enhanced job satisfaction and a sense of being valued. Those who are coached and mentored feel they are supported and are motivated, which also leads to improved job satisfaction, rapid skills development and motivation.

Features of the programme

- > Supports organizational HRD policy and through the development of line managers or other staff with formal or informal responsibility for developing staff in the workplace.
- > Underpinning experiential learning theory and structured coaching and mentoring skills developed through a 2 day workshop - to minimise down-time, with the possibility of a...
- >nationally recognized vocational qualifications available after further training and assessment.

Coaching and mentoring - whether within a formal or informal context - is a skilled HRD activity, and 'practitioners' can become even more effective by developing the core competencies.

MENTORING AND SKILLS COACH DEVELOPMENT PROGRAMME

QUASAR Research and Consultancy's development programme focuses on:

- > identifying the core competencies and processes of one-to-one coaching or mentoring;
- > exploring models of coaching and mentoring (e.g. GROW, experiential learning);
- > developing and practising the techniques of mentoring and coaching and the ethical framework within which practitioners should operate;
- > the contract and recording of outcomes;
- > embedding coaching and mentoring within the HRD framework of the organization.