PRBB Intervals Course Proposal

Peer Mentoring Programme

Dates:
Sessions with facilitator: 10 March, 21 April, 19 May – from 14:30 to 17:30
Subsequent dates to be agreed within the group.

Course language: English

Course Leader:
Louise Schubert is an experienced facilitator of peer mentoring and other learning groups. She is accredited as a coach at Senior Practitioner level with the EMCC (European Mentoring and Coaching Council), she is currently upgrading her Coach Supervisor qualification from Ashridge in the UK. Louise regularly supervises other coaches individually and in small groups.

General description of the programme:
Between 6 and 8 experienced professionals form a peer mentoring group with the aid of a facilitator to meet on an ongoing basis, usually once a month, to provide regular, professional development and support for each other. The group uses a range of structured processes that tap the resources within the group to enhance their ability to learn from experience. The processes are highly effective and easy to use - the result is an extremely rich learning environment and increased professional effectiveness.

At the beginning of each meeting a pact of **confidentiality** is agreed between all present.

The group will be supported for the first three meetings only.

The aim of the facilitator is to help the group work to independence and self-sustainability. After these initial meetings the group is expected to become self-supporting, practicing the mentoring tools learnt during the facilitated sessions. Participants should commit to a process of sustained work over several months in the group, first with a facilitator and later as participators in a self-sustaining group.

Programme aim:
To set aside regular, dedicated time for facilitated, in-depth reflection on professional practice.

It is an exchange between practicing professionals with the main goal being to enable the development of professional skills and competence.

The process involves:

- Sharing challenges/difficult incidents
- Sharing and learning from successes
- Developing new/adequate responses for future situations
- Exploration of professional issues
- Giving feedback to each other
- Supporting each other in the workplace.

Learning objectives:
- To grow professionally and to give and receive support in the learning process.

- Each participant is encouraged to experiment with new and alternative approaches in their normal work surroundings.
- Participants learn from their own experiences and from the other participants.
- To give and receive constructive feedback.

Training methods:
Each person chooses one of the activities outlined in the "Peer Mentoring Guidelines" and explains what they want from the group before sharing their case. Depending on the number present each person will have between 20-30 minutes "airspace". **Confidentiality is paramount**

Target group:
Any PRBB-based scientist working as a ***Principal Investigator or equivalent*** is welcome. A mixed representation from different PRBB centres is encouraged.

Number of participants: Maximum 8 per group

Total course hours:
Each session will last 3 hours and will be held approximately once every four weeks.

Pre-course preparation:
Study of the Peer mentoring guidelines and reflection over which personal situation to share.

Material participants need to bring:
A dedicated notebook or learning journal. An open mind and willingness to share and learn. This space needs to be free of telephones and computers.

Relevant background reading/ audiovisual/websites or other materials:
Peer Mentoring guidelines**.** Sent out at the beginning of the programme.

Other Recommended reading:
- **"The Mentoring Manual"** by Julie Starr; Pearson
  ISBN 978-1-292-01789-1
- **"The Mentoring Pocket Book"** by Geof Alred; Management Pocket books; 3rd Edition;
  ISBN-13: 978-1906610303
- **"Mentoring in Action"** A Practical Guide for Managers (Paperback) David Megginson; David Clutterbuck; Bob Garvey; Paul Stokes; Ruth Garrett-Harris; Kogan Page;
  ISBN-13 978-0749444969