

Mentor Reflective Practice Space

- building mentor senior practitioner competency

PWN Vienna strives to build a professional mentoring capacity in our mentoring program.

Our mentoring program goes from strength to strength. In 2018/19 We will support our mentors by

- > Creating a mentor community - we have a number of mentor dedicated workshops
- > Offering foundation mentoring skills training for those who possess foundation and basic practitioner mentoring skills
- > Offering mentoring reflective practice space for those who possess senior practitioner or master practitioner competency levels

Specific details on the European Mentoring and Coaching Council mentor/coach competencies are available from [here](#)

New for 2018/2019

Mentor Reflective Practice Space - building mentor senior practitioner competency

As a 'Senior Practitioner' Mentor you can draw on a range of coaching models and frameworks. The focus of your mentoring is in building capacity for progression, managing complex and challenging relationships as well as working with ambiguity and change.

You role-model good practice and most likely work with a range of clients as coaches or mentees. You work fluidly in the moment with varied and often complex client issues in demanding contexts. You may be offering your mentoring support to a small group.

PWN Vienna does not require our mentors to be members of one of professional coaching bodies. Having said that, we are consciously aiming to build our scheme step by step to be EMCC (European Mentoring and Coaching Council) Accredited. If you are already a member of EMCC, ICF, AOC or similar - you will be aware of the requirement for reflective practice. This is often referred to as 'coaching or mentoring supervision'.

We want to adopt this recognised good professional practice too. When our mentors grow - our mentees grow. The investment is €100 for all 5 sessions. Typically professional mentors/coaches pay around €500 plus to access this kind of ongoing development support. This is just one of the many benefits of being a member of the PWN network.

How will we make this available to 'senior practitioner' mentors?

Option 1 - Virtual online reflective practice

We are teaming up with one of the leading trainers of Supervisors - the London based Coaching Supervision Academy. They train and certify highly experienced coaches who are ready to step up as coach/mentor supervisors. We have secured an arrangement for the CSA current Supervisors in Training to provide access to 5 virtual supervision sessions. This will be in small groups of 2 to 3 and conducted via Skype or similar at times agreed with the group. Sessions last between 60-90 minutes depending on what the group agrees.

Any mentor signing up for this option, commits to join each of 5 sessions of mentoring supervision between February and June 2019

A certificate confirming participation will be issued at the end of the block of 5

Option 2 - In person reflective practice

Shirley Smith - who ran a small pilot supervision group in 2017/18 will offer in person mentoring supervision to a small group here in Vienna. The focus will be on using creative tools within this reflective space. Although session formats are determined by the group, there is a high degree of fluidity about what is emerging in the room at any given time. Maximum 6 participants. 5 sessions - usually held at the WKO offices in Operngasse on a Friday afternoon.

A certificate confirming participation will be issued at the end of the block of 5 sessions.

What do mentoring supervision sessions typically look like?

Usually the first session focuses on building a container for the work together. It is often happens that the first session is dedicated to contracting on how this will be shaped by the needs of those participating.

Every supervisor is different and has slightly different ways of working. A typical format might look something like

- > Checking in how are we arriving at the session
- > Deciding on which case to start with if there are more than one person wishing to explore a particular topic or theme
- > Collectively posing questions that support the case bringer - this is facilitated by the supervisor
- > Reflecting on the learning for all present
- > Doing a second or third round of this depending on the time/numbers present
- > Checking out

For the in-person mentoring supervision - this follows a similar format. The difference is that we use creative tools and insights gained from them to help facilitate the process.

Ready to sign up - how to access the best-fit option?

You can apply for a place by

- > Become a member now of PWN if not already
- > Register for a place via the online application form [here](#).
- > Payment of the €100 development investment is made directly with your mentor Supervisor and payable before the first session.

The purpose of the registration form is to help us assign you to a group that best meets your needs and joins you to others at a similar starting place. Mentor Supervision is available to all who want to invest in their personal and professional development this way.

Did we answer all your questions? If there is something remaining unanswered for you or if you'd just like to chat through what mentor supervision could mean for you - organise a chat with our PWN mentor supervision co-ordinator - Shirley Smith.

You can contact her at mentoring@pwnvienna.net or call on +43 650 6583380

PWN Vienna Mentoring

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