

Mentoring and Museums Conference

Salisbury
February 2015

#MuseumMentoring

Purpose of the day

- Refresh your mentoring skills;
- Network with other mentors, learn together, exchanging good practice and sharing some of the challenging aspects of the role;
- Find out more about the range of opportunities to use your mentoring skills in the museums sector.

Who's here?

| | | |
|--|--|-------------------------------------|
| Accreditation | Catalyst: Inspiring a Culture of Philanthropy | South West Sustainability Programme |
| Associateship of the Museums Association | Museum Development Officers | Anyone else? |

Making the most of the day

- Safety information
- Tea and tiddle
- Confidentiality
- Mobile devices
- Networking
- Planning to apply the learning: your next steps, support you'll need

Outline timetable

Morning

10.45 Introduction

11.00 Contracting

11.45 Peer circle work

12.45 Review of the morning

1.00 Lunch – with optional 'learning lunch' activity

Outline timetable

Afternoon

2.00 Breakouts:
AMA; Accreditation; SW Sustainability programme – in here
Financial sustainability tools - upstairs

2.45 Refreshments, consolidation and action planning

3.00 Close – followed by optional 1:1s - AMA or Accreditation

Peer circle work: a method for skills development and peer support

Using coaching behaviours

Group speed coaching: A way to learn together

- Procrastination to motivation in 25 minutes!
- Sit in a circle.
- One person offer something you'd like to explore relevant to your mentoring practice. Something you can explain quickly and would welcome help with.

Asking powerful questions

Speed coaching conversations with GROW

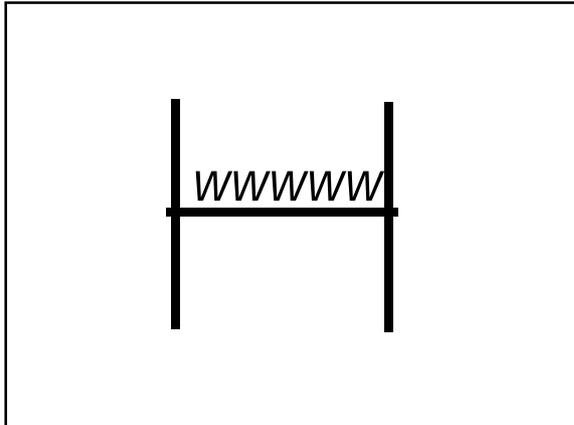
- Set a goal – what do you want to achieve?
- The current reality – 5 minutes uninterrupted, 5 minutes discussion
- Exploring options – 10 minutes
- What will you do? – 5 minutes

How can you best help the presenter?

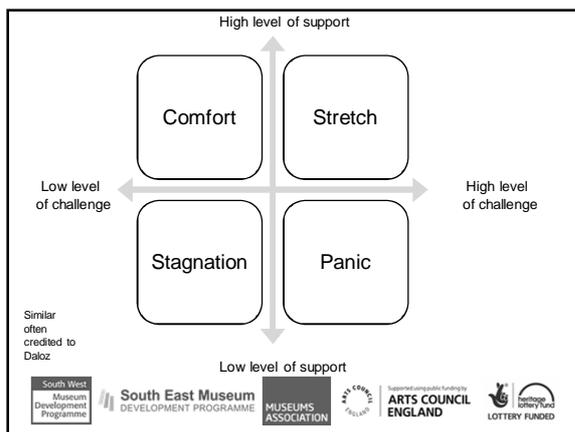
One answer to that question is...

?

.....with questions!



Practice time



Review

- How did people provide support?
- How did people provide challenge?

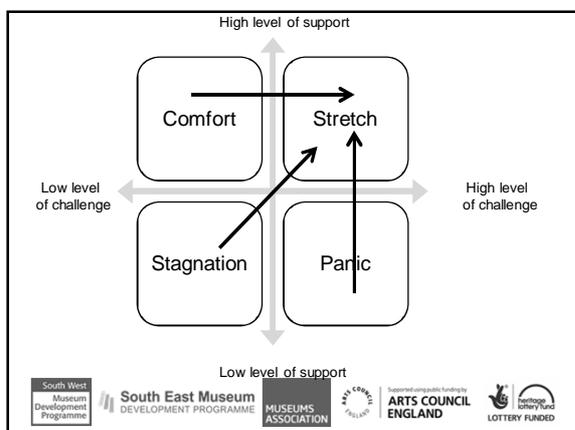
South West Museum Development Programme

South East Museum DEVELOPMENT PROGRAMME

MUSEUMS ASSOCIATION

ARTS COUNCIL ENGLAND

LOTTERY FUNDED



Afternoon plan

1.00 Lunch – optional learning activity

2.00 Breakouts:

- AMA; Accreditation; SW Sustainability programme – in here
- Financial sustainability tools - upstairs

2.45 Refreshments, consolidation and action planning

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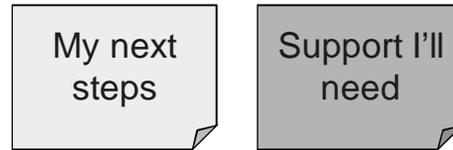
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Learning lunch!

Find a partner or two to work with.
 Think about your mentoring relationship (your current one or one that sticks in your mind)
 Select a postcard that expresses something about that mentoring relationship. Talk about what the images say about your mentoring relationships.
 Mark these relationships on the Support/Challenge chart. Where are they now? Where do you want to be? What will you do to maintain or improve the balance of support and challenge.



Consolidation and action planning



And please complete your feedback form!



Resources

- Your own scheme's resources and...
- 'Everyone Needs a Mentor: Fostering Talent in Your Organisation' by David Clutterbuck
 - 'Techniques for Coaching and Mentoring' by David Meggison and David Clutterbuck
 - 'Coaching For Performance: Growing People, Performance and Purpose' by Sir John Whitmore
 - 'Coaching & Mentoring' by Eric Parsloe & Monika Wray
 - 'Action Learning: A Practitioner's Guide' by Liz Beaty & Ian McGill
 - 'Effective Teaching and Mentoring' by Laurent Daloz
 - European Mentoring and Coaching Council www.emccouncil.org



LinkedIn community

- South of England Mentoring and Museums
- Free to join online discussion group
- Invitation only, moderated by Lucy, Liz and Romilly
- For South of England museum mentors eligible to attend the February events
- Give and get help, share resources, network



Thanks for taking part!

