

## Workshops

Workshop 1: Mentors & Mentees	Workshop 2: Mentors	Workshop 3: Mentees
<b>Building strong and effective mentoring relationships in geoscience</b>	<b>How to mentor effectively and offer value</b>	<b>How have the most valuable mentee experience</b>
<b>Duration:</b> approx. 3 hours (delivery 1.5hr   practice 1hr   reflection + survey 0.5hr)	<b>Duration:</b> approx. 6 hours (delivery 3hr   practice 2hr   reflection + survey 1hr)	<b>Duration:</b> approx. 6 hours (delivery 3hr   practice 2hr   reflection + survey 1hr)
<b>Outline:</b> The mentor and mentee training workshop is designed to contextualise the mentoring programme and enable mentors and mentees to establish positive, productive and effective mentoring relationships. The objective of the workshop is to lay a foundation for mentors and mentees to build strong and supportive mentoring relationships.	<b>Outline:</b> The mentor training workshop is designed to help mentors develop the skills and knowledge needed to make the most of their mentoring relationship and to support their mentees in achieving their personal and professional goals. The objective of the workshop is to create competent and self-aware mentors.	<b>Outline:</b> The mentee training workshop is designed to help mentees develop the skills and knowledge needed to make the most of their mentoring relationship and achieve their personal and professional goals. The objective of the workshop is to create active and self-aware mentees
<b>Objectives:</b> <b>Contextualise the mentoring programme:</b> Provide an overview of the mentoring programme itself, along with addressing any legal and ethical considerations related to mentoring.  <b>Establishing and enhancing mentor-mentee relationships:</b> Discuss ways to build trust, establish clear expectations and foster mutual respect in mentor-mentee relationships.  <b>Cultivating diversity and inclusion:</b> Discuss the importance of diversity, equity, and inclusion in mentoring relationships, and provide strategies for creating inclusive mentoring environments.	<b>Objectives:</b> <b>Building mentor skills:</b> Provide training on effective mentoring techniques, communication strategies, active listening, and how to address common mentoring challenges including mentor self-care.  <b>Improving mentee development:</b> Cover best practices for supporting mentees in their personal and professional growth, including career development and goal setting.  <b>Networking and peer support:</b> Offer opportunities for mentors to network and share their experiences with others.	<b>Objectives:</b> <b>Building mentee skills:</b> Provide training on effective communication techniques, goal setting, self-awareness, and how to navigate mentoring relationships including mentee self-care.  <b>Improving personal and professional development:</b> Cover best practices for setting and achieving personal and professional goals, and for navigating career development.  <b>Networking and peer support:</b> Offer opportunities for mentees to network and share their experiences with others.
<b>Topics Covered:</b> <ul style="list-style-type: none"> <li>● Overview of the mentoring programme</li> <li>● Legal and ethical considerations related to mentoring</li> <li>● Building trust, establishing clear expectations and mutual respect</li> <li>● Cultural sensitivity and understanding diverse perspectives</li> </ul>	<b>Topics Covered:</b> <ul style="list-style-type: none"> <li>● Active listening and effective communication skills</li> <li>● Setting and achieving mentee goals</li> <li>● Fostering mentee self-awareness and personal growth</li> <li>● Navigating mentoring challenges and conflicts</li> <li>● Career development and mentee support</li> <li>● Mentor self-care and self-reflection.</li> </ul>	<b>Topics Covered:</b> <ul style="list-style-type: none"> <li>● Building effective communication skills with mentors</li> <li>● Setting and achieving personal and professional goals</li> <li>● Navigating mentoring relationships</li> <li>● Career development and advancement</li> <li>● Self-awareness and personal growth</li> <li>● Mentee self-care and self-reflection.</li> </ul>