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Introductions

Dr. Bruce Hobson

- Family Physician
- Medical Lead for CAMP UBC CPD
- UBC Division of Continuing Professional Development

Dr. Cecile Andreas

- Family Physician
- Executive Coach

Allison Macbeth

- Education Manager
- UBC CPD

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PROGRAM OVERVIEW

- September 2022 to April 2023
- Initial training session
- Meet once per month in pairs
- Three professional development sessions
- Mid-point and final evaluation surveys
- Accredited for 6 coaching hours (mentee) plus training and pro-d sessions (everyone)

UBC CPD Medicine
CONTINUING PROFESSIONAL DEVELOPMENT

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MANDATORY FORMS

- Submit to UBC CPD
- First Meeting Essentials (confirmation only, forms are confidential to you)
 - Confidentiality Agreement
 - Mentoring Agreement
 - Individual Development Plan

UBC CPD Medicine
CONTINUING PROFESSIONAL DEVELOPMENT

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OPTIONAL FORMS AND TOOLS

- Pre-meeting preparation forms
- Mid-point reflection
- Final meeting reflection
- Terminating a mentoring relationship

UBC CPD Medicine
CONTINUING PROFESSIONAL DEVELOPMENT

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EVALUATION

- After kick-off session
 - Clarity on professional development sessions
- Mid-point survey
 - December 2022
- Post-program evaluation
 - April 2023



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Agenda



Understanding your current situation



Hearing what you'd like to improve



Coaching skills and approaches that support you in the work that you do



Next Steps

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We'd like to know:

What is your level of comfort with mentoring?

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When you think about what you are going to get from this relationship with your mentor/mentee, what would it take to feel successful?

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What haven't you talked about that you'll want to talk about in your first mentoring conversation?

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How would your career be different if this was the relationship that met your needs?

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Ways we support others

	TEACHING	INSTRUCTING	MENTORING	COACHING
ACTION	TELL	DO	SHARE	SUPPORT
STANCE	I KNOW, LET ME TELL YOU HOW	I KNOW, LET ME DO IT	I KNOW, LET ME SHOW YOU HOW	YOU KNOW, TELL ME HOW
EXPERTISE	KNOWLEDGE	TECHNICAL SKILL	EXPERIENCE	PROCESS
GOOD TO (PURPOSE)	INTRODUCE NEW CONCEPTS	INTRODUCE NEW WAYS OF DOING THINGS	SHARE LEARNING AND EXPERIENCE	SUPPORT OTHERS IN FINDING THEIR OWN SOLUTIONS

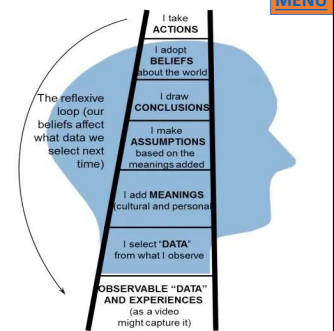
AMBIGUITY
COMPLEXITY



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Ladder of Inference: Resetting Mental Models

How we reach conclusions...



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Resetting Your Mental Model



WHICH HAT ARE YOU WEARING?



WHICH LENSES DO YOU BRING?



WHAT'S YOUR INTENTION?

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About Questions



OPEN QUESTIONS
Require a thoughtful answer



CLOSED QUESTIONS
Require a yes/no answer



LENGTH
No good question needs an explanation



LEADING
Have you thought of..

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Ways To Build Powerful Questions



WHAT



HOW



WHERE



WHEN



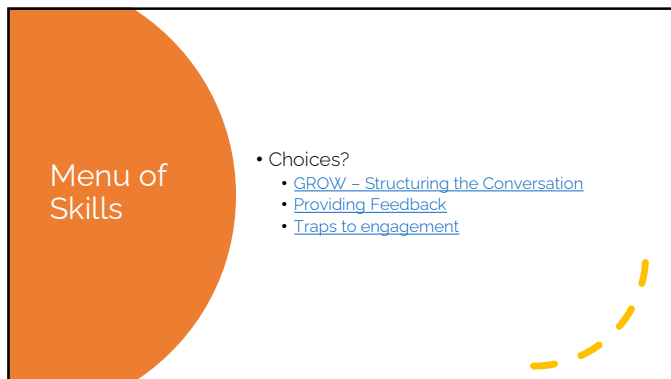
WHO

? BEWARE OF WHY!

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Demonstration
and
Breakout

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Menu of Skills

- Choices?
 - [GROW – Structuring the Conversation](#)
 - [Providing Feedback](#)
 - [Traps to engagement](#)

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A Simple Coaching Model

G	R	O	W
GOAL What do you want to talk about?	REALITY Where are you now?	OPTIONS What could you do?	WILL What are you willing to do?

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Demonstration and Breakout

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6 Steps To Giving Feedback

BE TIMELY	ENSURE PRIVACY	SHARE DATA	BE CURIOUS	ASK FOR WHAT YOU WANT	SUPPORT THE PLAN
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FOCUSED On behaviour not person	BALANCED Identify strengths and areas for improvement	SPECIFIC Focus on learning objectives	REALISTIC Coachee can do something about it	TIMELY ASAP and when appropriate
Features Of Helpful Feedback				
Throughout engagement	Use "I" language	Check understanding	Reference objectives	Focus on process, skill and self-regulation
ONGOING	OWN IT	UNDERSTANDABLE	CONTEXT	TRANSFERABLE

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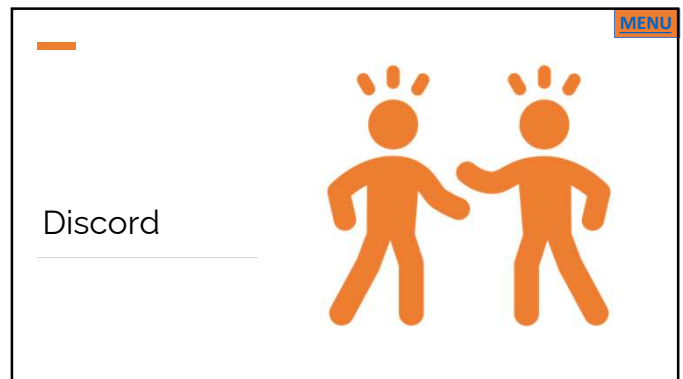


Demonstration and Breakout

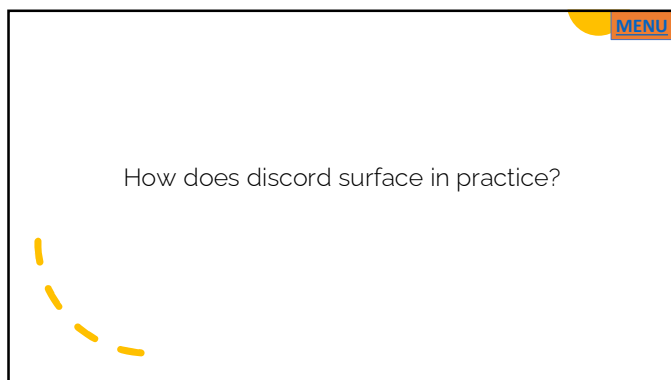
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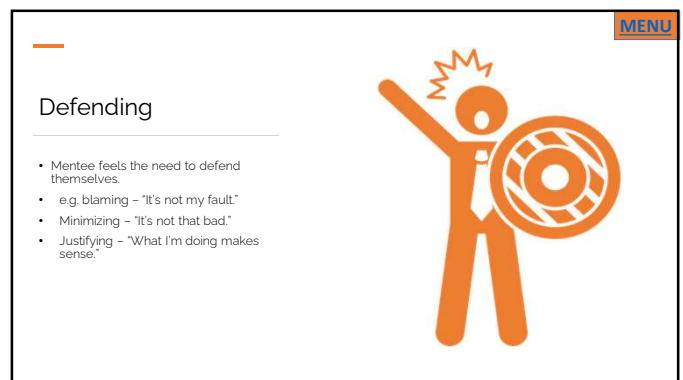
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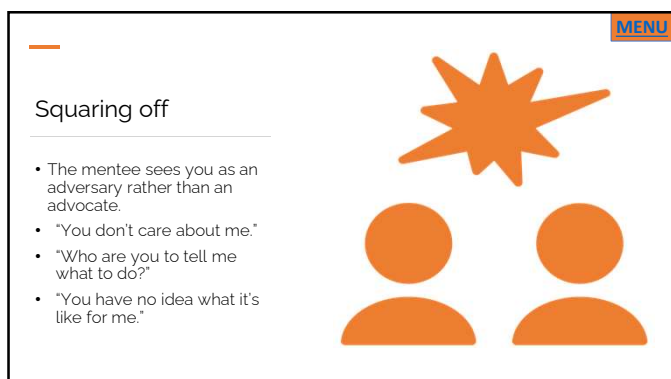
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Disengagement

- The person seems to be inattentive, distracted, or ignoring you.



MENU

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Responding to discord

- Three Types of Reflection
 - Simple Reflection
 - Amplified Reflection
 - Double-sided Reflection

MENU

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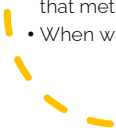
Demonstration and Breakout



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Action Planning

- What will you commit to talking about in your next conversation, based on what you've learned today?
- How would your career be different if this was the relationship that met your needs?
- When will you next meet?



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Summary



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Thank You

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