
Cultivating Mentors: Train the Trainer Overview

This workshop series is designed to train interested leaders from various UNC departments to implement their own internal mentor training programs using the provided scenes and facilitation guides. Each of 6 train-the-trainer (T3) sessions will be 3 hours with an optional 4th hour for sharing a meal and conversation.

PROGRAM OUTLINE

Session One: Mentoring Primer

Knowing Who and Where We Are (85 minutes)

Participants will meet facilitators and one another then discuss foundational principles of power analysis and social location.

Bio Break (10 minutes)

Understanding Who and What our Students Need (85 minutes)

Participants will identify their mentoring strengths and areas of improvement (or network support) and explore best practices in mentoring, including tailored mentoring for URM students in STEM.

Session Two: Cultivating Mentors Toolkit - Giving and Receiving Critical Feedback

Participants will experience the first Cultivating Mentors Workshop which focuses on giving and receiving critical feedback. The 2.5 hour workshop will be “paused” periodically to allow for expanded conversation and questioning between participants-as-participants and participants-as-trainers.

Session Three: Cultivating Mentors Toolkit - Dealing with Conflict

Participants will experience the second Cultivating Mentors Workshop which focuses on dealing with conflict, both in-the-moment and reported afterwards. The 2.5 hour workshop will be “paused” periodically to allow for expanded conversation and questioning between participants-as-participants and participants-as-trainers.

Session Four: Cultivating Mentors Toolkit - Communicating Expectations and Workplace Culture

Participants will experience the third and final Cultivating Mentors Workshop which focuses on communicating expectations and workplace culture. The 2.5 hour workshop will be “paused” periodically to allow for expanded conversation and questioning between participants-as-participants and participants-as-trainers.

Session Five: Facilitation Focus - Critical Feedback and Expectations

Facilitation Primer (60 min)

Participants will explore best practices in facilitation, including understanding their role(s), establishing and maintaining a productive environment, managing the Self, and responding to resistance.

Bio Break (10 min)

Facilitations Hot Spots, Part I (60 min)

Participants will examine the unique challenges of certain elements of the first and last workshops, including perspective-taking (workshop 1), questions-only-questions (workshop 3), and contentious points of discussion.

Bio Break (10 min)

Cohort Practice Session (40 min)

Session Six: Facilitation Focus - Conflict

Facilitation Hot Spots, Part II (60 min)

Participants will practice the most difficult elements of the second workshop, focusing on the advice/forum exercise, considering flow and alternatives for resistant behaviors.

Bio Break (10 min)

Cohort Practice Session (60 min)

Bio Break (10 min)

Concluding Thoughts: Accepting Non-Closure and Following Up (40 min)

Participants discuss options for continuing these conversations beyond the mentoring workshops, including evaluation models, community engagement, and personal reflection.