



THE UNIVERSITY OF  
SYDNEY

# **Mentoring Skills for Leaders Course**

*Centre for  
Continuing Education*



# Mentoring Skills for Leaders Course



Develop the power of mentoring to inspire and empower your people. Mentoring is a one-to-one relationship in which you, as a leader, actively help an employee reflect on strengths, solve problems and build career resilience.

In this course, you will learn to guide mentees in reflecting on strengths, tackling challenges, and building career resilience. Master the foundations of mentoring by defining its purpose, adopting the right mindset, and building trust. Discover how to use goal setting and solution-focused questioning to foster autonomy and resilience. Learn to balance coaching, advising, and role modelling to create impactful conversations that drive growth. Finally, learn how to use shadowing, storytelling, and self-disclosure to become a powerful role model.



## Course duration

1 session, 8 hours total



## Time

9am - 5pm



## Format

Face-to-face  
or  
Online in real-time



## Dates

Browse available  
[course dates](#)

## Intended audience

Managers, leaders and professionals who help others learn at work. It is suitable for supervisors, frontline managers, team leaders, educators, medical practitioners and contributors to industry association mentoring programs.

## Prerequisites

None



## Upon completion

Every participant receives a University of Sydney statement of completion.



## Aims

This course aims to equip managers and people leaders to use contemporary mentoring models with their peers, direct reports and colleagues.



## Learning outcomes

By the end of this course, you should be able to:

- describe the difference between coaching, mentoring and counselling
- choose when and how to mentor in professional contexts
- adopt the mindset and behaviours of an effective mentor
- establish trust, connection and boundaries in a mentoring relationship
- build intrinsic motivation, using positive goal setting tools
- help staff learn from experience, by fostering a growth mindset by using coaching, advising and role modelling techniques
- pinpoint and develop a mentee's signature strengths
- use solution-focused questions to help your mentee solve problems, make robust decisions and remain resilient in the face of challenges.





## Content

### **Mentoring: the what, why, and how**

We use the words 'mentoring and coaching' regularly. But what do they mean? Learn what mentoring looks like in the modern workplace. Then explore four different modes of mentoring – hierarchical, lateral, peer and reverse – to find the best fit for your mentoring context.

### **The mentor mindset: what it takes**

Great mentors aren't simply chosen for their skills – they know how to create impactful, meaningful conversations. They achieve this through five key strategies: generativity, intrinsic motivation, meaningful connection, trust-building, and goal-setting. In this module, you will master how to apply each of these strategies to inspire and empower your mentees.

### **Building trust that lasts**

Explore the foundations of building trust that stands the test of time. This module delves into creating psychological safety, fostering trust through meaningful self-disclosure, and setting clear boundaries to ensure a strong and professional mentoring relationship.

### **Goal setting for growth and purpose**

Explore positive goal setting to give your mentee a powerful sense of autonomy and purpose. In this lesson, you will learn how to increase a mentee's intrinsic motivation and boost their resilience using a proven goal-setting model from Positive Psychology.

### **Flexing your role to maximise impact**

Discover how to adapt your mentoring approach to create the greatest impact. In this module, you will learn how to seamlessly switch between coaching,

advice-giving, and role modelling to meet your mentee's unique needs. Master the art of choosing the right tool at the right time to empower and inspire growth.

### **Solution-focused questioning for results**

As Socrates once said, 'I cannot teach anybody anything. I can only make them think.' This lesson explores how to use Socratic dialogue to craft powerful, solution-focused questions that inspire reflection and action. It includes a practical session in which you will lead a partner through a solution-focused conversation.

### **Structuring advice to empower growth**

Nobody wants to sit through a lecture disguised as advice. Instead, great mentors structure their guidance to inspire real growth and independence. Learn how to use the SAGE model to structure your input and tailor your message to the needs of your mentee.

### **Inspiring through storytelling and self-disclosure**

Unlock the power of storytelling and self-disclosure to inspire and motivate as a role model. Sharing a well-timed anecdote about your own challenges can work wonders in boosting a mentee's confidence. But there is one golden rule to ensure your stories truly foster learning. Uncover this essential principle in this quick lesson on the art of storytelling as a mentor.

### **Action planning for mentoring success**

Bring all your new skills together by creating a personalised action plan for your next mentoring relationship. Step out into the workplace ready to build the confidence, impact, and influence of your team.



*“Fantastic course! Eleanor is such a knowledgeable presenter. Many beneficial take-home messages. I’m inspired to do and learn more. Thank you!”*

**Lucia Quinn**



*“The course has been very informative both professionally and personally. I have taken away several learnings which I will use in my workplace.”*

**Rita Napolitano**



### **Delivery style**

This course is interactive and based on experiential learning. You will be involved in group conversations, discussing case studies and completing written exercises. There will be several opportunities to ask the course facilitator questions or request tips for dealing with your real-life situations. You will get the most from this course if you are:

- willing to contribute to group discussions
- confident communicating verbally in English
- comfortable participating in role-play style activities
- using a computer with a working camera and microphone (if enrolling in an online session of the course).

### **Materials**

Course materials, including a booklet, are shared electronically.



### **Organisational training and development**

This course can be delivered as a private session for groups, and tailored to meet the needs of your business. Contact us to discuss our range of organisational training solutions.

[Learn more](#)



THE UNIVERSITY OF  
**SYDNEY**

We recognise and pay respect to the Elders and communities – past, present, and emerging – of the lands that the University of Sydney's campuses stand on. For thousands of years they have shared and exchanged knowledges across innumerable generations for the benefit of all.

Empower ambition,  
*inspire leadership*

**For more information**

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