

Mentoring and professional development



CYGNUS

Fresh thinking...
...a way forward



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Cygnus mentoring and professional development works with professionals to achieve their full potential in both their personal and professional lives. We offer a range of services from mentoring for the individual to providing training for mentors within an organisational scheme. Our courses are specially designed to meet the needs of the participants. One course offers validation for academic credits by the Open College Network.

One to one mentoring

This is for professionals wishing to explore the options available during their career. Support and challenge in a confidential setting encourages you to develop new horizons and set your own goals towards a more satisfying experience of life. It is particularly useful for high fliers, or those experiencing difficulties, or undergoing either desired or imposed change in a transition period such as a new career role.

Schemes for mentoring

Many industries are realising the benefits of support through mentoring,

in recruiting and retaining their staff. Staff feel valued and empowered and this results in an increased sense of individual well-being and improves the functioning of the organisation. We assist those wishing to set up mentoring schemes by providing structure for the process, training for the mentors, induction for the mentees and ongoing support for your system.

We work closely with the organisations to meet their needs, but believe that the respect for the individual, and confidentiality, are essential for building up a successful scheme.

CYGNUS MENTORING

We are a small partnership, with a wide experience of mentoring and mentor training. Much of our experience has been within the health care sector over the last 14 years, but we are happy to work with other professionals to meet their needs. Our associates are psychologists, coaches or doctors with educational experience. We believe in working with small groups as this adds value to the learning experience.

COURSES

Creatively manage your career

This one day course enables participants to explore the opportunities and challenges found in the workplace. During a day spent with like-minded people, individuals can evaluate the aspects of their work that cause difficulty and create strategies to improve their working conditions. Stress and time management, communication and dealing with difficult people feature on most people's agenda. At the end of the day participants will go away with a personal plan for improving their working life.

Mentoring skills

We offer a series of courses on mentoring skills. Participants on these courses may have a role in helping others to adapt to new circumstances or appointments, may be involved in training groups or individuals, or may have an educational or managerial leadership responsibility. The length of the course can vary according to need and resources. It is designed to develop an increasing depth of knowledge of mentoring skills, the underpinning philosophy and theory and to give an opportunity for practice and development of those skills.

Academically validated mentoring skills

This course will provide the successful participants with academic credits at degree and NVQ level equivalents. It has been validated by the Open College Network and is both externally and internally moderated for quality assurance. It concentrates on the deepening understanding of the mentoring process, a comprehensive knowledge of different mentoring models and their application in a professional context.

The programme is conducted over two two-day sessions separated by 6 months. During the intervening time the participants will have practical experience of mentoring and will be supported in their development by two facilitated learning sets.

The course is assessed by written journal, a short essay and 20 minute video skills reflection. This would be particularly useful for any professional involved in the training and support of others' development or undergoing further courses of academic study themselves.

BESPOKE COURSES

We have a broad range of personal skills programmes, which could be adapted according to your need or the need of your organisation. The following are a few of those that we have been asked to run in the past.

- Stress management
- Time management
- Communication skills
- Team building
- Leadership
- Facilitation of organisational meetings
- Development of professionalism



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