

Mentoring in Medicine

Day two

Issues emerging from yesterday

- Concepts and definition clarification
- Research and Development
 - Evaluation of schemes
 - Resources for literature
 - Contribution to the literature in UK
- The mentee's agenda
 - Changing the culture to accept mentoring as a non-stigmatised way of supporting individuals
 - Understanding what the mentee's needs really are

Issues emerging

- Schemes

- The balance between the individual and organisational agenda
- Commitment of the wider political and management structure to endorse the process of mentoring as a valid professional activity
- Seeing mentoring as a natural progression from appraisal where learning needs are identified

Issues arising

- Models of mentoring
 - Telephone
 - Co-mentoring
 - One to one
 - Group mentoring
- Supporting the mentor
 - Learning sets
 - Buddying with experienced mentors
 - Support groups

Issues arising

- The mentor/ mentee relationship
 - Importance of preparation of both the mentor and the mentee to make the most of the relationship
 - Cultural and gender issues
 - Interprofessional mentoring (do mentors need to be doctors?)