

Tips for Working with Incredible Years Mentors-in-Training

Certified IY mentors play an important role in helping to train and support IY mentors-in-training to learn to lead Incredible Years workshops and to provide consultation to IY group leaders. This training is arranged through Seattle Incredible Years Organization.

Workshops with Mentors-in-training

Lisa St. George informs agencies who are hosting a workshop that there will be a mentor-in-training participating in the training. Hosts will not have to pay for this person's participation in the training but will be encouraged to support them with information about hotels to use, place of training and time lines.

Mentors contact the mentor-in-training 3-4 ahead of time to let him/her know what will be expected at the workshop. Mentors should make sure trainee knows where the workshop is held, time to meet prior to workshop and which hotel they are staying at. They should also make sure trainees have workshop protocol ahead of time and know what will be expected of them. The following points should be covered:

- For the first workshop the mentor-in-training will mainly observe the workshop; the trainee may help with small group practice sessions, recording key principles on the flip chart, giving out rewards, role plays and sharing personal experiences with delivering the program.

- For the 2nd workshop the trainee will be assigned video vignettes to present to the group each day of the workshop; more vignettes are given to the trainee each day. Mentors are responsible for assigning these vignettes in advance of the workshop.

- Mentor should make sure that the trainee has the most recent workshop training protocol ahead of the workshop. It can be found on the web site.

- On the first day of the workshop, introduce the trainee and explain his/her background and experience with the program. Let participants know s/he is in training to become a mentor. Be very positive about the opportunity to have a 2nd person helping with the workshop and sharing experiences with the program. This also gives the mentor an opportunity to model how the parent groups are conducted by two leaders and how they work together to deliver the program.

- When the trainee is modeling as “group leader” how to present a vignette and lead a group discussion, the mentor is in role as “trainer”. After the vignette has been discussed the mentor will ask the group to reflect on the “process” that the trainee used to lead the group discussion. The mentor will ask the group to give feedback on the trainees’ group leader collaborative style, type of questions asked, and ability to pull out principles from the discussion. The mentor will praise the trainee’s skills and offer some suggestions.

- The mentor will focus throughout the training on modeling group leader strategies followed by reflecting on the group process methods. Mentor will wear a card, which has “group leader” on one side to let participants know when s/he is in role as group leader and “trainer” on the other side to inform them when they are talking about

leadership processes. It is important for mentors to distinguish between group leader and trainer roles.

- Mentor and trainer may model how to work together as leader and co-leader to demonstrate how to work collaboratively as a team with parents with well defined roles.

- At the end of each day of the workshop mentor meets with the trainee to give positive feedback about their skills, to debrief the workshop process, to ask them for feedback on their experience and to prepared for the next day. Each day point out trainee's strengths as a workshop leader and set goals for the next day. Help the trainee to understand how the workshop leader's role is different from being a group leader for parents. Remember part of the role of mentoring a new mentor is to engage in a collaborative process with them about their skills and learning needs.

Write up to Seattle

- After working with a trainee to deliver a workshop, write up your comments of the trainee's strengths and future goals to work on. A copy of this write up is sent to us at Incredible Years as well as to the trainee. You may also want to provide additional comments for us that you may not want to share with the trainee.