

The Werry Centre
for Child & Adolescent Mental Health
Workforce Development

Mentoring

Janice Beazley
Lyn Dawson
James Watkinson



Outline

- Why it's important?
- Context for Werry Centre Mentoring Project
- Emerging Leaders Project – Pilot
(Auckland and Canterbury)
- Rangatahi Maaori Mentoring Project
- Midlands and Southland Upcoming Training
- Summary
- Questions

La Grotte de Niaux





Famous Mentors

- **Archimedes** mentor to **Galileo**
- **Socrates** mentor to **Plato**
- **Aristotle** mentor to **Alexander the Great**
- **Johann Christian Bach** mentor to **Wolfgang Amadeus Mozart**
- **Bing Crosby** mentor to **Frank Sinatra**
- **Don Henley** mentor to **Sheryl Crow**
- **Mariah Carey** mentor to **Christina Aguilera**
- **Tina Turner** mentor to **Mick Jagger**
- **Eddy Merckx** (5x Tour de France winner)
mentor to **Lance Armstrong** (7x Tour de France winner)
- **Professor Dumbledore** mentor to **Harry Potter**
- **Stanley Kubrik** mentor to **Stephen Spielberg**
- **Michelle Robison** (lawyer) mentor to **Barack Obama**

“Mentoring is a long-term relationship that meets a development need, helps develop full potential, and benefits all partners, mentor, mentee and the organisation.”

Suzanne Faure

Mentoring Project

Werry Centre project 2008-2010.

Outcome of two projects:

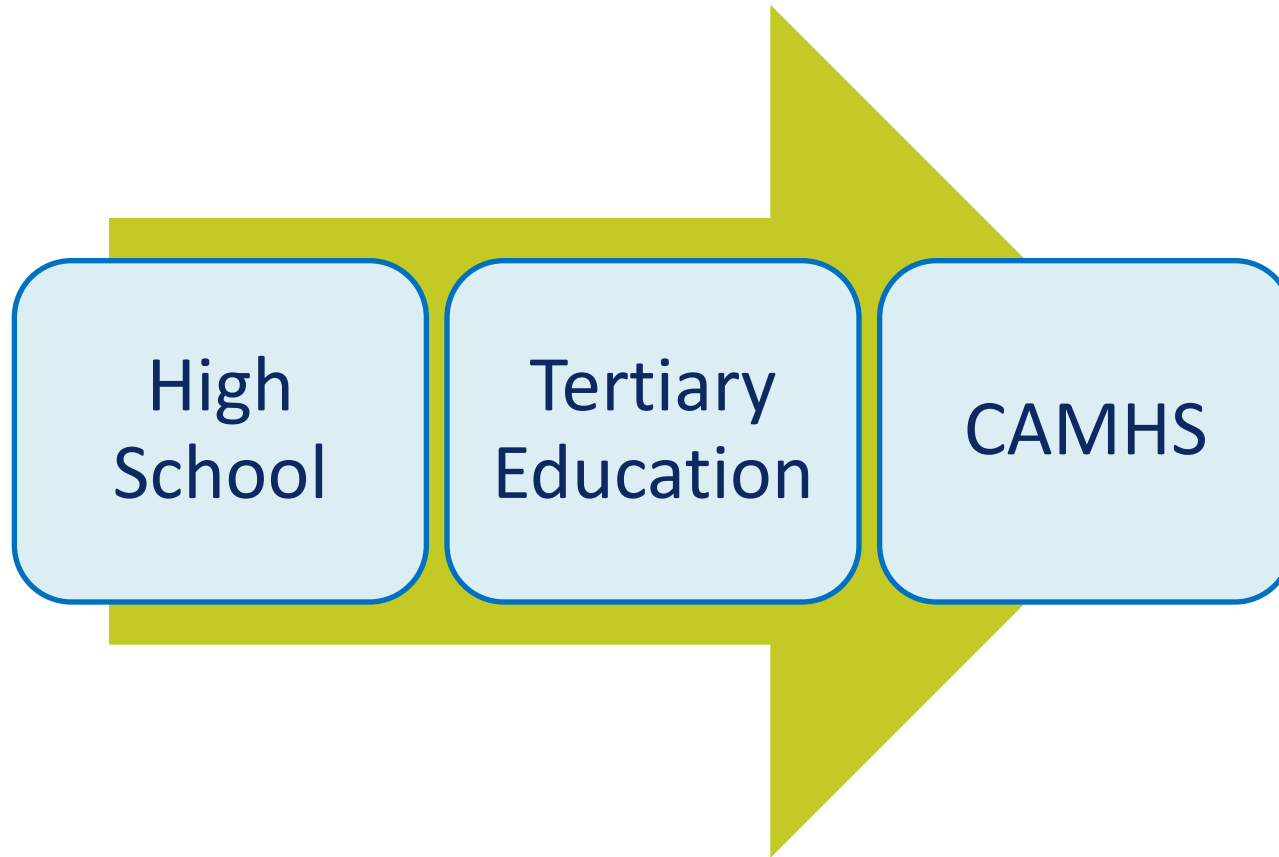
- Targeted Recruitment
 - Workforce Leadership Initiatives
-

Mentoring Project

The mentoring project has three components:

- High school students
 - Undergraduate health students
 - Emerging Leaders in CAMH/AoD services
-

Mentoring Pipeline Approach



Emerging Leaders Mentoring Programme

Looking to support 'emerging leaders' by implementing a mentoring programme

In conjunction with the New Zealand Mentoring Centre

www.coachingmentoring.co.nz



Emerging Leaders Mentoring Programme

Why Mentoring?

“Brains like
hearts go
where they
are most
appreciated.”

Robert McNamara



Emerging Leaders Mentoring Programme

- The purpose of mentoring is to increase leadership competency of the CAMHS/AoD workforce
 - This programme will utilise existing leaders in the sector.
 - Mentoring gives an opportunity to share professional knowledge and to develop skills.
-

Emerging Leaders Mentoring Programme

- Two Pilots: Auckland and Canterbury
 - 12 Pairs in each region
 - Mixture of male and female
 - Maori, Pacific and Pakeha
 - Roles: Family and youth advisors,
 - Clinicians: Nurses, SW, Psych, OT
 - Mental Health and AoD
 - Reference group formed
-

Emerging Leaders Mentoring Programme



“A coaching culture is one where coaching is the predominant style of managing and working together and where commitment to improving the organisation is embedded in a parallel commitment to improving the people.”

David Clutterbuck



Emerging Leaders Mentoring Programme

How is mentoring different from clinical supervision?

Emerging Leaders Mentoring Programme

How is mentoring different from clinical supervision?

Clinical Supervision	Mentoring
Client focussed	Practitioner focussed
Job focussed	Role focussed
Here and now	Big picture/ future focussed
Clinical practice and risks	Space to just talk about me

Emerging Leaders Mentoring Programme

How is mentoring beneficial?

Mentees	Mentors
Set and achieve goals	Enjoy giving something back
Able to learn from my mentor rather than by trial and error	Enjoy being with someone who is passionate about their work
Learn more about myself and where I fit	Use my mentoring skills with new grads now
Safe time and place to explore my progress	Interesting to hear about other organisations
They know CAMHs and my work but are external.	Builds up a wider systemic understanding of our sector

Emerging Leaders Mentoring Programme

Where to from here?

Emerging Leaders Mentoring Programme

**Two new areas for the next
programme; Midlands and
Southland
September 2009**



“Life is too short
to make all your
own mistakes
yourself.”

Winston Churchill

The Werry Centre
for Child & Adolescent Mental Health
Workforce Development

**Emerging Leaders Mentoring
Project**

Janice Beazley:

j.beazley@auckland.ac.nz

Tel 021 859 255

Lyn Dawson:

l.dawson@auckland.ac.nz

Tel 021 432 974

