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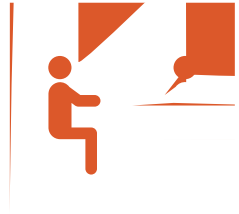
What is a Community of Practice?

group of people who share a concern or passion for something they do, and learn how to do it

Wegner-Trainer, 2015



CoP rules of engagement



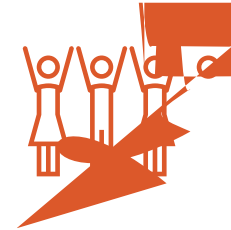
Confidentiality is key

Keep to themes rather than specifics when drawing on mentoring experiences. Mentee details to remain anonymous.



All insights valued

Mentors of all experience level are welcomed in an environment of mutual respect, sharing and support.



Support and encourage

The intention behind interactions in the Community is to boost confidence, share perspectives and build practical knowledge for members.

Suggestions welcomed

The group is as active and as energised as its members. Suggestions for improving or evolving the group are welcomed.

Session overview

Mentoring peer check in

Emerging themes group discussion

Psychological safety in mentoring

News and updates

How is **mentoring** going for you?

What has been surprising, challenging or is working well?

Discuss in break out groups

15 minutes

Keep discussion at the theme level; respect



Building psychological
safety and trust

Exploring Psychological Safety

being able to show and employ one's self without fear of negative consequences of self- (Kahn 1990)

a shared belief that the team is safe for interpersonal risk taking: feels safe to speak up
team members feel accepted and respected: you can be your authentic self
nurturing learning culture: embracing failure.

How can you create **psychological safety** as a mentor?

Discuss in break out groups
Include examples of best practise or challenges
you had experienced or observed
20 minutes
Nominated person to feed back to the group

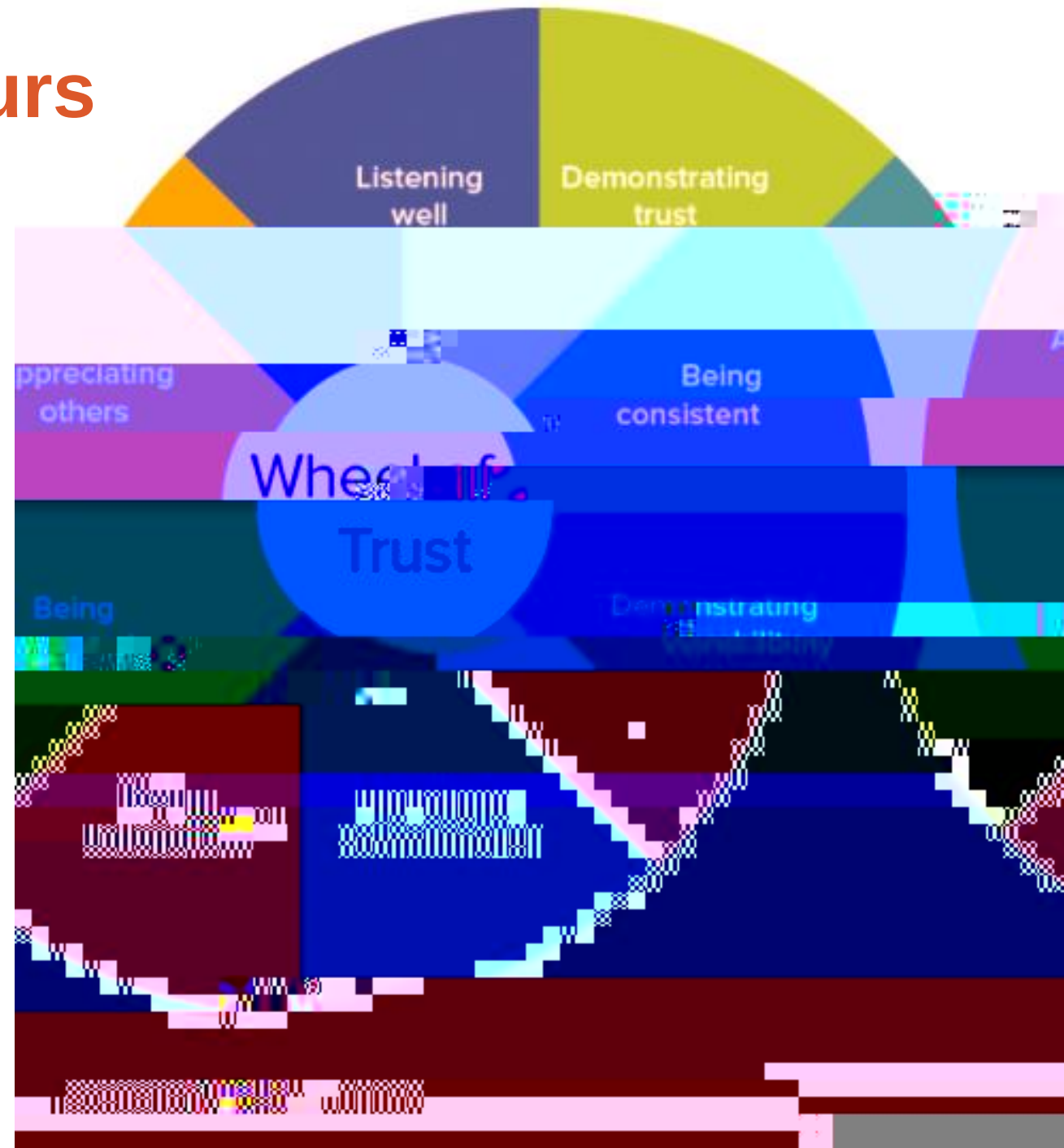


Trust building behaviours

Research by Roffey Park on trust in work relationships has highlighted eight specific behaviours that tend to foster interpersonal trust.

Full report available:

<https://www.roffeypark.ac.uk/knowledge-and-learning-resources-hub/eight-behaviours-that-build-trust/>



Thank you!

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