

Mentoring for Mastery

Developing Independent Clinical Thinkers

A 5-Session Live Pilot Cohort for Senior Clinicians

Why This Program Exists

The Problem

Most experienced clinicians were trained to become excellent practitioners.

Very few were trained to **develop thinking in others**.

As a result, mentoring often becomes:

- Explaining clearly
- Correcting repeatedly
- Providing reassurance
- Carrying the cognitive load

The Consequence

The clinician improves in the moment — but remains dependent over time.

Mentoring for Mastery is designed to change that.

What This Program Develops

Across five live sessions, we build five developmental disciplines:



Intention

Clarifying what you are actually developing in your mentee.



Attention

Listening for reasoning quality rather than answers.



Regulation

Managing your internal reactions during mentoring.



Intervention

Delivering feedback that strengthens capability.



Elevation

Challenging identity and standards without undermining confidence.

📌 This is not generic communication training. It is **structured developmental mentoring**.

Across the Five Sessions

This program builds five developmental disciplines progressively. Each session includes structured case work, small-group mentoring practice, and fortnight implementation planning.

1

From Expert to Developmental Mentor

Shifting from fixing problems to building long-term capability. Clarifying mentoring outcomes before conversations begin. Using structured preparation tools before mentoring conversations.

2

Listening for Thinking

Learning to listen for reasoning quality rather than content. Identifying incomplete reasoning, overconfidence and avoidance. Strengthening reflective questioning.

3

Assumptions & Bias

Becoming aware of your own internal reactions. Surfacing assumptions and cognitive bias in both mentor and mentee. Maintaining psychological safety while addressing errors.

4

Feedback That Builds Capability

Delivering structured corrective feedback. Reducing defensiveness. Turning feedback into developmental conversations rather than correction.

5

Calibrated Challenge

Calibrating challenge. Distinguishing between safety and comfort. Raising standards while strengthening professional identity and clinical standards.

Who This Program Is For

This program is designed for:

- Senior clinicians supervising early or mid-career clinicians
- Private practice owners developing their team
- Experienced practitioners mentoring others formally or informally
- Clinicians who want to build independence rather than dependency
- Those committed to raising reasoning standards within their team

This program is *not* suitable for:

- New graduates seeking clinical skill updates
- Clinicians wanting diagnostic or treatment content
- Those looking for generic communication techniques
- Supervisors focused purely on compliance or performance management
- Anyone unwilling to reflect on their own mentoring habits

📄 This is a **reflective, implementation-based program.**

What You Will Be Able To Do Differently

By the end of the program, you will be able to:

- Mentor without defaulting to advice
- Deliver corrective feedback clearly and calmly
- Reduce repeated corrections
- Surface cognitive bias with curiosity
- Challenge thoughtfully without diminishing confidence
- Develop professional identity — not just technical skill

Program Structure & Investment

Program Details

Format

Five Live Zoom Sessions — Fortnightly over 10 weeks

Commences

Wednesday 13 May

Session 1: 8:00–9:15am AEST
Sessions 2–5: 8:00–9:00am AEST

Cohort Size

Maximum **10 clinicians** — Live participation only

What Is Included

- Five live small-group sessions
- Mentor Reflection Toolkit
- CPD Certificate

Investment

\$697

Early Bird Rate

If paid by 8th April

\$797

Pilot Cohort

Standard investment

\$997

Future Cohorts

Price after pilot

Frequently Asked Questions

Is this theoretical or practical?

Highly practical. Every session includes clinical case simulations, mentoring role practice, observation and feedback, and fortnight implementation plans. You will practise the tools repeatedly — not just hear about them.

Why is there no replay?

The value lies in discussion, feedback and live application. This is not a passive content course.

How much time is required outside sessions?

You will aim to apply one mentoring behaviour between sessions.

What makes this different from supervision training?

Supervision ensures standards are met. Developmental mentoring builds independent clinical thinkers.

What makes this different from general communication training?

General communication training focuses on how to speak clearly. This program focuses on developing reasoning, strengthening decision-making, building independence, and shaping professional identity. The goal is not smoother conversations. The goal is **stronger clinicians**.

Will this help if I'm already an experienced mentor?

Yes — particularly if you still find yourself repeating corrections, notice clinicians seeking reassurance frequently, want to challenge more confidently, or care about raising clinical standards. The program is designed for experienced clinicians who want to refine and elevate their mentoring discipline.

What kind of mentor will this program develop?

Mentors who prepare intentionally before conversations, ask before telling, tolerate silence, surface assumptions calmly, deliver corrective feedback clearly, challenge without diminishing confidence, and shape long-term professional growth.

What if I'm unsure whether I'm "advanced enough" for this?

If you supervise others and care about developing their reasoning rather than simply correcting them, you are ready. The program meets participants where they are — but expects reflection and active engagement.

Frequently Asked Questions

Why is the cohort limited to 10?

Depth requires safety. Small numbers allow individual feedback, psychological safety, meaningful discussion, and real practice. This is deliberate.

What will be covered over the five sessions?

Session 1 – From Expert to Developmental Mentor

Shifting from fixing problems to building long-term capability.
Clarifying mentoring outcomes before conversations begin.

Session 2 – Listening for Thinking

Identifying incomplete reasoning, overconfidence and avoidance.
Strengthening reflective questioning.

Session 3 – Assumptions & Bias

Recognising internal reactions and cognitive bias.
Maintaining psychological safety while addressing errors.

Session 4 – Feedback That Builds Capability

Delivering corrective feedback without triggering defensiveness.
Turning feedback into developmental conversations.

Session 5 – Calibrated Challenge

Distinguishing between safety and comfort.
Raising standards while strengthening professional identity.

Each session includes structured case work, small-group mentoring practice, and fortnight implementation planning.

If you are ready to move beyond supervision and intentionally shape clinical minds — **Mentoring for Mastery is designed for you.**

For further information or to secure a place: annette@annettetonkin.com | annettetonkin.com