

# 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.



### Attention

Listening for reasoning rather than answers.



### Regulation

Managing your internal reactions.



### Intervention

Delivering feedback that strengthens capability.



### Elevation

Challenging identity and standards without diminishing confidence.

📌 This is structured developmental mentoring — not generic supervision training.

# Across the Five Sessions

1

## Session 1 – From Expert to Developmental Mentor

Moving from fixing problems to building long-term capability.

2

## Session 2 – Listening for Thinking

Identifying incomplete reasoning and strengthening reflective questioning.

3

## Session 3 – Assumptions & Bias

Recognising internal reactions and maintaining psychological safety.

4

## Session 4 – Feedback That Builds Capability

Delivering corrective feedback without triggering defensiveness.

5

## Session 5 – Calibrated Challenge

Raising standards while strengthening professional identity.

Each session includes structured case work, mentoring simulations and implementation planning.

## Who This Program Is For — and Who It Isn't

### ✓ Who This Program Is For

- Senior clinicians supervising early or mid-career clinicians
- Mid year clinicians looking to develop their mentoring skills
- Private practice owners developing their team
- Practitioners mentoring others formally or informally
- Those committed to building independence rather than dependency

### ✗ Who This Program Is Not For

- Clinicians seeking clinical technique updates
- Those wanting generic communication tips
- Supervisors focused purely on compliance
- Anyone unwilling to reflect on their mentoring habits

# Program Structure & Participation Options

## Program Details

### Five Live Zoom Sessions

Fortnightly over 10 weeks

Commences: **Wednesday 8th August**

Session 1: **8:00–9:15am AEST**

Sessions 2–5: **8:00–9:00am AEST**

**OR**

Session 1: **12:15–13:30 AEST**

Sessions 2–5: **12:15– 13:15 AEST**

- **Maximum 10 clinicians**
- Live participation only
- CPD Certificate provided

### Cohort Track — \$997

Early Bird: **\$797** (If paid by 8 July)

- Five live small-group sessions
- CPD Certificate

### Intensive Track — \$1,797

*Limited to 4 participants.* Includes everything in the Cohort Track plus:

- Four 30-minute private mentoring consultations
- Personal mentoring strategy refinement
- Case-specific calibration
- Feedback rehearsal and debrief
- Implementation accountability across the 10 weeks

This track is designed for senior clinicians who want deeper individualised development and application to their specific team context or those wanting to mentor the mentor.

# Frequently Asked Questions

## → Is this theoretical or practical?

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

## → What makes this different from supervision training?

Supervision ensures standards are met. Developmental mentoring builds thinking capability and professional identity. This program focuses on reducing repeated corrections and developing clinicians who can reason independently under uncertainty.

## → 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.

## → Why is there no replay?

This is an implementation-based program. The value lies in practice, discussion and live application — not passive viewing. An AI summary will be provided after each session for reflection and accountability.

## → What time commitment is required?

Five live sessions over 10 weeks, plus practising one mentoring behaviour between sessions and optional peer accountability between sessions (if you choose). The design is realistic for busy clinicians.

## → Why is the cohort limited to 10?

Depth requires psychological safety. Small numbers allow meaningful practice time, individual feedback, and high-quality discussion.

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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:

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