

## ICOSSET 2022

### Parallel Session 4: Coaching and mentoring in surgery

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#### Summary

Mentorship is increasingly recognised as an essential component of surgical education and training. The Royal College of Surgeons of England advocates mentoring at all stages of surgeons' careers and acknowledges mentoring as a separate entity to training, remedial or supervisory relationships.<sup>1</sup>

The General Medical Council recommends that all staff who are new to a role or organisation must have access to mentoring as good medical practice.<sup>2</sup>

Research suggests that mentoring relationships can enhance confidence in doctors, reduce stress, and positively influence career progression as well as professional and personal development and well-being.<sup>3-6</sup>

In this exciting, dynamic, and experiential session, participants will be introduced to the concept of mentoring via active participation and discussion of themes. They will also explore new perspectives including reverse mentoring, which will bring value to their roles as trainees, trainers, mentees, mentors.

#### Intended Learning Outcomes

By the end of this session, participants will have:

- Enhanced their understanding of coaching and mentoring in surgery through active exploration of their existing beliefs, perceptions, and experiences.
- Experimented with active listening techniques.
- Explored new perspectives including reverse mentoring, mentorship training, and the benefits of mentoring for mentors as well as mentees.
- Been introduced to a framework for mentoring conversations.
- Identified ways to embed coaching and mentoring techniques into their everyday practice.
- Shared perspectives and feedback via the Vevox app.

#### What went well

This breakout session summarised what we have done and plan to do, and how we'll get there.

Most importantly it got people talking about mentorship.

The turnout was excellent, beyond expectations. Tables discussed a range of issues in large groups and one to one and reflected thoughts and feelings back to the session chairs and the whole room.

There was a wide range of attendees, from medical students to the President of RCSEng. Delegates spoke of their preconceptions about mentoring, their mentorship ideas and goals, and mentors who have guided them.

Overall, there is a strong and enthusiastic appetite for progress and I am grateful to be part of it. I look forward to the next step on the college mentorship journey.

### **Future directions**

The future looks bright for mentoring in RCSEd. Further training courses will develop a pool of mentors available for a matching scheme to help mentees at all levels through their surgical journey. Lessons will continue to be learned from our anaesthetic colleagues who have blazed the trail on this.