This is a Test:

Adapting NRMN's Maintaining Effective Communication Module to the RD Profession

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A special shout out to members of the NORDP Mentoring Committee and to all the NORDP mentees and mentors.

Overview

NORDP and Mentoring

- **Mentoring Program began in 2011, matching mentees and mentors with similar interests**

- **At any given time 10% of NORDP members are involved in the annual Mentoring Program**

Research Mentor Training

Mentoring
- Linked to research productivity, research self-efficacy and career satisfaction

Mentor training
- Evidence-based model of mentoring
- Analysis and discussion enables intentional process

National Research Mentoring Network

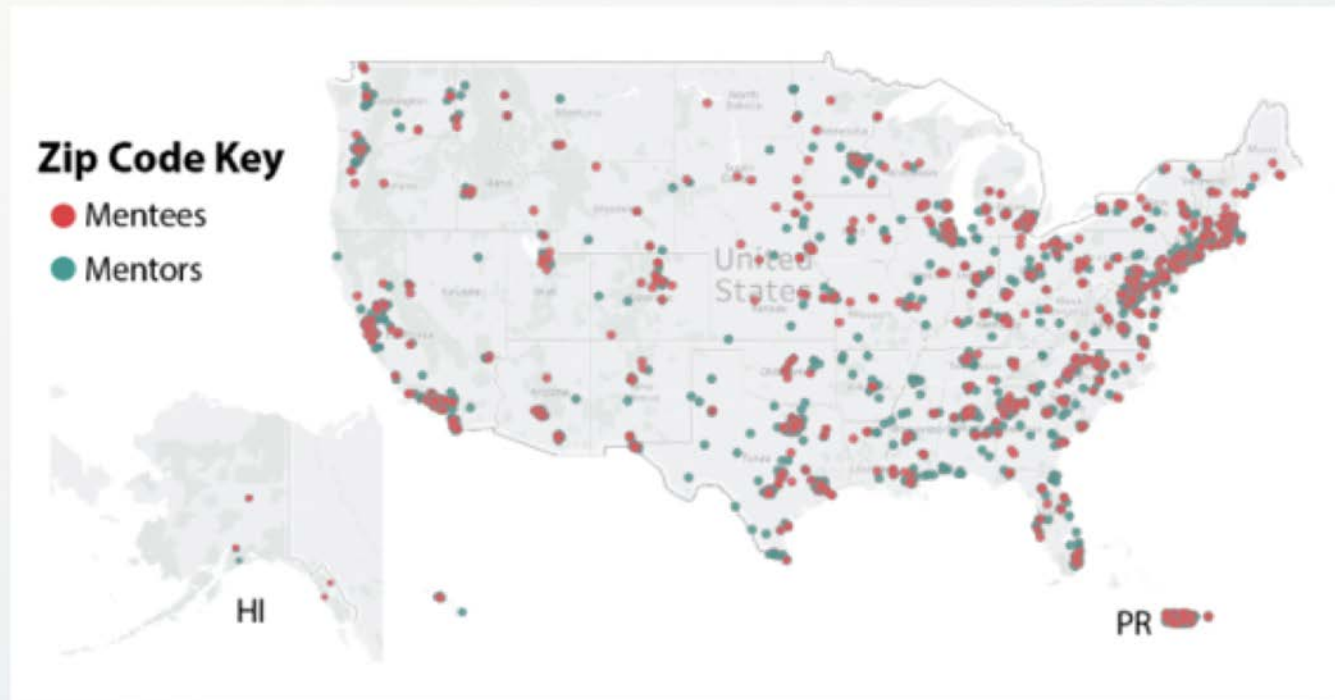UNT HEALTH SCIENCE CENTER WISCONSIN UNIVERSITY OF WISCONSIN-MADISON MOREHOUSE SCHOOL OF MEDICINE THE UNIVERSITY OF UTAH BOSTON COLLEGE CIMER Center for the Improvement of Mentored Experiences in Research hhmi Howard Hughes Medical Institute

NRMN
National Research Mentoring Network

NRMN Participants Across the Country
as of December 2018

Zip Code Key
● Mentees
● Mentors

HI

PR

Geographic representation of participants registered for NRMNet in the U.S. and U.S. territories, based on collected zip codes.

Over 12,000 registered on NRMNet!

Mentor Training for RD Profession

Adapt 9 competencies in NRMN curriculum for RD mentors

1. **Maintaining effective communication**
2. Aligning expectations
3. Promoting professional development
4. Addressing equity and inclusion
5. Assessing understanding

6. Fostering independence
7. Cultivating ethical behavior
8. Enhancing work/life integration
9. Articulating your mentoring philosophy and plan

- Mentor training includes case studies and other activities
- Add mentor training to NORDP mentoring tools
- Align with NRMN
- Enhance the research enterprise

Introduction to Mentor Training

Introduction to Mentor Training

Learning Objectives

Mentors will:

- **Learn about other mentors in the group and begin to build a learning community**

- **Reflect on group dynamics and ways to make the group functional**

- **Establish ground rules for participation**

Introduction to Mentor Training

Activity 1: Learn about other members in the group
(5min)

- Pass the **M&Ms** around your table

- Introduce yourself briefly and share something in your background that starts with the letter (m) (other than mentor or mentee)

Introduction to Mentor Training

Activity 2: Build Constructive Group Dynamics
(10 min)

- **Choose one constructive and one destructive behavior from the handout that best fits you**

- **Write each behavior on the back of your table tent**

- **Share your choices with your group**

- **Brainstorm ways to address behaviors if they arise**

Introduction to Mentor Training

Activity 3: Establish ground rules for participation (5 min)

Participants engage in discussion to establish ground rules that address:

- Confidentiality

- Destructive group behaviors

- Participant roles and responsibilities

- Facilitator roles and responsibilities

Maintaining Effective Communication

Maintaining Effective

Learning Objectives

Mentors will have knowledge and skills to:

- Provide constructive feedback

- Communicate effectively across diverse dimensions including various backgrounds, disciplines, generations, ethnicities, positions of power, etc.

- Identify different communication styles

- Engage in active listening

- Use multiple strategies for improving communication (in person, at a distance, across multiple mentors, and within proper personal boundaries)

Maintaining Effective

Activity 1: Plausible Deniability: Case Study
(25 min)

- Read the case study

- Discuss the case study with group members

- Record ideas

- Summarize ideas and continue discussion in large group

Maintaining Effective

Activity 2: Active Listening
(15 min)

Select	Part 1	Part 2	Part 3
1 Sharer **1 Listener** **1 Observer**	**1 Minute** Nonverbal Response	**2 Minutes** Clarifying Questions	**2 Minutes** Summarize

Discuss observations and experiences of sharing and listening.

Break

Let's take a
10 minute break!

Maintaining Effective

Activity 3: **Communicate Constructively: Case Study** **(25 min)**

- **Read the case study**

- **Discuss the case study with group members**

- **Record ideas**

- **Summarize ideas and continue discussion in large group**

Maintaining Effective

Activity 4: Barriers to Good Communication (15 min)

- Brainstorm a list of barriers to good communication between a mentor and mentee

- Select two or three barriers and discuss practical ways to overcome them

Reflection

Mentor Training Summary Activities

Reflection:

- **From today's discussions and activities, identify two areas for personal improvement that could benefit your mentoring**

- **For additional resources or ideas, review the interpersonal communications handout in your participant packet**

Wrap up:

- **Final discussion of feedback for NRMN team**

Feedback

Wrap up Feedback Questions

Plausible Deniability Case Study

- **What worked?**

- **Please change:**

Wrap up Feedback Questions

Communicate Constructively Case Study

- **What worked?**

- **Please change:**

Wrap up Feedback Questions

Active Listening Activity

- ### What worked?

- ### Please change:

Wrap up Feedback Questions

Barriers to Good Communication Activity

- **What worked?**

- **Please change:**

Wrap up Feedback Questions

1. What part of the workshop was most useful to your work?

2. What really struck you as interesting, new, provocative, or meaningful during this workshop?

3. What is one change that you can make in your practice or one idea that you will put into practice as a result of this workshop?

Next Steps

Evaluation:

- The **CIMER Assessment Platform** is used for data collection

- **Expect an email from** cimerassessment@wcer.wisc.edu

- **Participants will need to create a CIMER profile using the username and password provided in the email**

- **Survey will take approx 5-10 minutes to complete**

Distribution:

- **Receive copy of complete facilitator guide as reference material**

Questions?

mentorprogram@nordp.org

References

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National Research Mentor Network nrmnet.net

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Pfund, C., Branchaw, J. and Handelsman, J. (2015). Entering Mentoring 2nd Edition. New York, NY: W.H. Freeman & Co.; Pfund C. and Handelsman J., eds. Entering Mentoring Series.

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Center for the Improvement of Mentored Experiences in Research https://www.cimerproject.org