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## Mentoring success: the stage of work

PROF. BRIAN GROVES

<b>Area of study:</b>	Internship/ Experiential learning
<b>Area Code:</b>	INTP300
<b>Method of Instruction:</b>	In-person

### Description

“Mentoring isn’t about changing someone, or getting someone to do something differently, it’s about waking someone up to who they really are.” Julie Starr, The Mentoring Manual.

Thanks to globalisation and technology, the stage of work today is as large or small as our imagination. However, being in a position to operate successfully requires not only formal training and instruction but at times also development solutions such as mentoring, coaching and consulting. Mentoring success: the stage of work focuses on the first of these.

Appreciating some things can be taught whereas others have to be learned, the course Mentoring success: the stage of work consists of a series of sessions aimed at assisting you to achieve success on your internship program ‘stage of work’.

### Course objectives can be synthesized as follows:

Provide an overview of mentoring related to the workplace;  
Explore key skills related to the career development path;  
Undertake a series of exercises to aid the ‘waking up’ and development process;  
Identify and take learning from personal and/or professional mentors.

### COURSE CONTENTS

Introduction to success  
Development skills: listening, mindfulness, engagement, collaboration, teamwork and sociability  
Development skills: focus, optimism/motivation, overcoming obstacles, persistency and time management  
Learning from others: mini case studies

### PREREQUISITES

The course is an introduction to mentoring success and does not require any previous knowledge of this subject. Curiosity towards ‘being woken up to who you really are’ for the sake of performing your best on your internship program ‘stage of work’ will be a facilitating factor in obtaining the most from the sessions.

### METHOD OF TEACHING



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Together with traditional front-of-room lectures coupled with MS PowerPoint input, the learning process is supported by stimulating experiential learning and interactive coaching exercises, short videos, small group work, pair work and group discussions, plus individual coaching.

## COURSE REQUIREMENTS

Students are required to:

- a) Attend in class and actively participate in the class lesson;
- b) Create, in MS PowerPoint, a five-minute end-of-course presentation, showcasing their internship experience as a step along their career development path. The presentation should be submitted for viewing during the scheduled 'Class presentations' lesson;
- c) Take an end-of-course two-part (open book) written exam during the scheduled 'Final exams' lesson.

## CREDITS

6 ECTS

## GRADING

Assessment of engagement with the company*	30% of final grade
Class presentation	40% of final grade
Final written exam	30% of final grade

\*Assessment undertaken by company's intern supervisor

## COURSE READINGS AND MATERIALS

Essential reading list:

Groves Brian, *The stage of work* (EDUCatt publication).

Material for the coaching exercises and the course slides will be available on Blackboard.

## INSTRUCTOR BIO

Brian Groves DipM FCIM Chartered Marketer, CTI-trained Co-Active Coach, Freelance Trainer and Author has supplied to date over 15,900 hours of professional and personal development to a portfolio of corporate and individual clients.

Past clients include: ARCA SGR SpA, Compaq Computer SpA, Credit Suisse First Boston, Dell SpA, Escada Italia Srl, Fideuram Capital SpA and Luxottica Group SpA.

As an Adjunct Professor, in addition to the course Mentoring success: the stage of work, being part of the Università Cattolica's International Internship Program, Brian teaches the Università Cattolica's International Curriculum graduate courses Leadership coaching: bringing potential to the stage of work, Personal marketing: performance skills at work, The human side of work and Diversity at work: working better by working together.

Between 2009 and 2018, he taught the postgraduate interfaculty (Arts and Philosophy, Economics) course Training through drama and coaching for work as part of the Università Cattolica's Corso di Laurea



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Magistrale CIMO offering. In 2012, as a Visiting Professor, he taught his course at the Pontifical University of John Paul II in Krakow, Poland.

Born in Brighton, England, he started his career in the corporate worlds of London and Brighton working in finance and banking. Putting aside the suit and tie, he then experienced a different perspective of life as a kibbutz volunteer, based near Haifa, Israel, for six months.

After residing in Milan for many years, he currently lives in Modena, Italy. A passion for music, sport, and the theatre, examples of channelling the power of preparation and practice into peak moments of performance, have accompanied him throughout his journey to now.

To date, he has published 27 books uniting coaching, performance and work, plus more recently, inspirational and haiku poetry. A keen blogger, Brian's 1,325+ postings regarding professional and personal development can be read at <http://bgdtcoaching.wordpress.com> and feel free to connect with him on Instagram and Twitter: @bgdtcoaching

#### E-MAIL ADDRESS

brian.groves@unicatt.it