

AIAMC Example of Break Out Session: Supporting Resiliency through Intentional Advising, Coaching, Mentoring

Session Plan (Describe format and learning activities by time; please limit to no more than 300 words):

TIME	TOPIC	APPROACH
5 min	Welcome, Introductions, Session Overview	Interactive
10 min	Advising, Coaching and Mentoring – Differences and Similarities	PowerPoint w Q & A
	<ul style="list-style-type: none"> • Advisors have expertise to aid in addressing a focused topic (e.g., selecting the best rotations) and provide information directly. They may interact only once, or in multiple sessions addressing different issues each time. • Coaches do not require content expertise to help the learner. While they may meet multiple times, the overall length of interaction is often time-limited. Coaching is an action-oriented approach, using questioning to help the learner solve the problem or create the plan for ongoing development. • Mentors are usually selected for their content expertise and for their shared interest in the learner’s field of choice. They create long-term relationships and introduce both informal and formal components as they help socialize the learner to the profession and advance their development. • Note: Descriptions will highlight “differences” based on time, role and potential conflicts, outcomes/impacts – using resilience examples. 	
3 min	Introduce Small Group Task	Lg Grp Directions
	<p>Facilitator will guide small group through following steps:</p> <ul style="list-style-type: none"> • Step #1: Review assigned resiliency based vignette from the perspective of all three approaches: adviser, coach, mentor • Step #2: Evaluate the strengths and weaknesses of each approach and identify one method (advice, coach, mentor) as a “best practice” for each vignette • Step #3: Appoint a reporter to share their small group's findings with larger group. 	
15 min	Vignette #1: Review & Evaluate	Facilitated Sm Grps
	Vignettes are based on real life experiences of residency program directors, CMO’s and educators and may include loss of a patient, fatigue, personal loss, clinical reorganization/restructuring, leadership changes, workplace stressors	
5 min	Quick Check In (Questions/Concerns)	Interactive Lg Grp
13 min	Vignette #2: Review & Evaluate	Facilitated Sm Grps
20 min	Small Groups Report Out Best Practices	Lg Grp Debrief
	<ul style="list-style-type: none"> • Identify guiding principles that helped them select a best practice during a facilitated discussion • Consider benefits and barriers 	
4 min	Wrap Up	Interactive Discussion