

## AIAMC Example of Break Out Session Plan

Supporting Resiliency through Intentional Advising, Coaching and Mentoring

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

TIME	TOPIC	APPROACH
5 min	<b>Welcome, Introductions, Session Overview</b>	<b>Interactive</b>
10 min	<b>Advising, Coaching and Mentoring – Differences and Similarities</b>	<b>PowerPoint w Q &amp; A</b>
	<ul style="list-style-type: none"> <li>• <b>Advisors</b> 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.</li> <li>• <b>Coaches</b> 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.</li> <li>• <b>Mentors</b> 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.</li> <li>• Note: Descriptions will highlight “differences” based on time, role and potential conflicts, outcomes/impacts – using resilience examples.</li> </ul>	
3 min	<b>Introduce Small Group Task</b>	<b>Lg Grp Directions</b>
	<p>Facilitator will guide small group through following steps:</p> <ul style="list-style-type: none"> <li>• Step #1: Review assigned resiliency based vignette from the perspective of all three approaches: adviser, coach, mentor</li> <li>• Step #2: Evaluate the strengths and weaknesses of each approach and identify one method (advice, coach, mentor) as a “best practice” for each vignette</li> <li>• Step #3: Appoint a reporter to share their small group's findings with larger group.</li> </ul>	
15 min	<b>Vignette #1: Review &amp; Evaluate</b>	<b>Facilitated Sm Grps</b>
	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	<b>Quick Check In (Questions/Concerns)</b>	<b>Interactive Lg Grp</b>
13 min	<b>Vignette #2: Review &amp; Evaluate</b>	<b>Facilitated Sm Grps</b>
20 min	<b>Small Groups Report Out Best Practices</b>	<b>Lg Grp Debrief</b>
	<ul style="list-style-type: none"> <li>• Identify guiding principles that helped them select a best practice during a facilitated discussion</li> <li>• Consider benefits and barriers</li> </ul>	
4 min	<b>Wrap Up</b>	<b>Interactive Discussion</b>