**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** | **Welcome, Introductions, Session Overview** | **Interactive** |
| **10 min** | **Advising, Coaching and Mentoring – Differences and Similarities** | **PowerPoint w Q & A** |
|  | * **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** |
|  | Facilitator will guide small group through following steps: * 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**  |
|  | * Identify guiding principles that helped them select a best practice during a facilitated discussion
* Consider benefits and barriers
 |  |
| **4 min** | **Wrap Up** | **Interactive Discussion** |