



Pandani Walks Mentor Policy

Date: May 2016

Purpose: To provide guidance on mentoring new walk leaders.

Scope: The policy applies to club mentors and walk leaders only.

Principles:

- Club members wishing to become walks leaders must be mentored.
- Mentors will be grouped into those competent to mentor day & overnight bushwalks, kayaking, mountain biking, caving or climbing.
- If the mentor is not available the leader should arrange for another mentor if possible, otherwise the walk must be cancelled.
- The committee will approve the appointment of new mentors and review the currency of existing mentors.

Roles & Responsibilities:

Leader being mentored

- Leader to demonstrate knowledge of the Pandani Leaders Manual, both practical and theoretical.
- Leader to arrange for an appropriate mentor for the proposed activity.
- Leaders may be further restricted to walks of a particular level of difficulty.

Mentors

Skills & Knowledge of mentors

- Must be experienced at the particular discipline, in the case of bushwalking, a minimum of 5 years' experience leading walks
- Be a competent navigator and able read and interpret maps, use a compass and desirably a GPS.
- Understand how to activate a PLB.

Duties of mentors

- Assess leader's knowledge of Pandani Leaders Manual.
- Complete an assessment checklist of the leader and forward the results to the secretary. The template document is available on the club website.

- Provide advice on obtaining maps and other walk information.
- Discuss details of the meeting time, place and other information to be given.
- Provide advice on writing the walk description and what information to discuss when people book in for a walk.
- Assist with arranging transport if leader asks for help.
- Ensure the walk has been registered by sending an email to pandanibush@gmail.com and when completed that a return email is sent.
- Appoint a whip or “tail end Charlie”. The mentor should not be whip, as this will place her/him at the wrong end of the group.

Note: It may be desirable for the leader and mentor to travel to the walk together, without other company if necessary, so that they can discuss any matter that have arisen in the confirmation process, and the imminent walk.

Points for the mentor during the walk:

- The leader’s dual role as navigator and party manager.
- Mentor to leader communication during the walk.
- The mentor should stay in the background, but close to the leader.
- The mentor should mentally “lead” the walk in parallel with the leader, and if there becomes too great a diversion between the mentor’s opinion and the leader’s execution of the task, either in party management or navigation, the mentor should discuss things with the leader. It may be desirable to initiate a break for this purpose.
- A common difficulty for new leaders is that they may either so concentrate on navigation that they fail to monitor the condition of the party, or the reverse, that they are so intent on morale and talking with each walker that they miss the turn-off and lose the way. Part of the mentor’s job is to help find this balance if necessary.