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HOLDING ADULT VOLUNTEERS ACCOUNTABLE: WALKING THE STAFF/VOLUNTEER LINE

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OUTINGS

THE BURREN IRELAND



3 KEY COMPONENTS THAT I FEEL MAKE IT SUCCESSFUL

1. Individual Development Plan (IDP)
 2. Time given to training
 3. Mentoring
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1) INDIVIDUAL DEVELOPMENT PLAN

- Self assessment
- Online “Homeschool” Mentor Assessment
- Field Trainers Assessment
- Self assessment again
- Into the future outside of training

Work on keys skills that you think are important

At Sierra Club

- Equity, Outdoors for all
- Building a positive welcoming environment
- Environmental advocacy into action
- Group management
- Hard Skills

IDP MAP

Self-Assessment

- Emailed to homeschool mentor
- Emailed to training manager

Homeschool mentor

- Emailed it to training manager
- Emailed to field training team

Field mentor

- Emails to training manager

Training Manager

- Email to Participant
- Email to leader of first trip participant will staff

Redo Self Assessment

- Keeps for their records
- Emails back to training manager

ACTIVITY

- Turn to your right. Talk with that person on the key risk management skills that you want to have in your IPD
- Write it down
- Volunteer to write all share outs on the board up front

2) TIME GIVEN TO TRAINING

At Sierra Club

- 6 months online learning platform
“homeschool”
- 6 day field training that rotates all over the U.S.
- Trainee on an established trip with established leader
- Assistant leader on a trip
- Provisional Lead
- Leader

KEY TOPICS HOMESCHOOL COVERS

At Sierra Club Risk Management

- Safety management plans
- Route selecting
- Emergencies
- Communication

KEY TOPICS FIELD TRAINING COVERS

At Sierra Club Risk Management

- Scenarios and Discussions
- Leader of the day
- Route selecting
- Emergencies
- Communication

ACTIVITY

- Take the big piece of paper and turn to the person on your left
- Use 2 colors. 1 is for your time line now with a few milestones. 2 is for what you want. With your pen write in realistically what might be a compromise
- Volunteer to write all share outs on the board up front

3) MENTORING

At the Sierra Club

- Multiple mentors built into the process
- Breeding a culture of risk management by good examples

ACTIVITY

- Quickly find a person across the room
- Write out the persona of the best mentor
- Name a few people in your organization that could be good mentors, and then add a few others
- Volunteer to write all share outs on the board up front

REVIEW

1. IDP!!! Individual Development Plan
2. Time given to training
3. Mentoring

Take time to review your notes and mark what you can add or change for your training program. Break it down into the next 2 weeks, the next 2 months and the next 2 years.

THANK YOU

Questions, Comments, or if you want my IDP, Homeschool, and Field training curriculum.

Don't reinvent the wheel!!

Contact information

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