

Why Mentoring?

field officer training programs improve judgment reduce unintended consequences

Just as police departments have “field officer training programs” for police recruit graduates, the need is no less great for RiderCoaches. The issue is important, because just as a police officer, who is trained but not mentored, can be positioned to make errors of judgment that can have catastrophic consequences, so it is with a RiderCoach who has been turned loose without the benefit of mentoring development immediately following certification.

The primary key issue and foundation for a RiderCoach mentoring program is that no one is prepared to be a fully functional, effective, and efficient RiderCoach following successful completion of the MSF RCP training program and subsequent certification, nor are we close to being the best RiderCoach we can be...

Many of the same principles and concepts that apply to a RiderCoach / Student relationship, apply to a RiderCoach Mentor / RiderCoach relationship.

Self-assessment

Motivate to do the right thing

Upshift, not downshift

Mutual respect

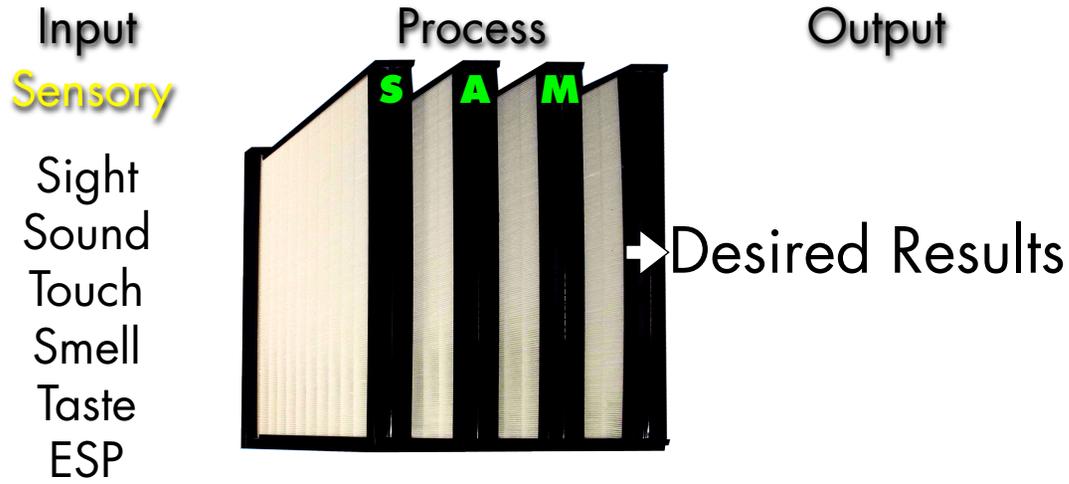
Balance between caring and challenging

RiderCoach relationship.
Self-assessment - 1. measure progress 2. gauge current state proficiency

We will learn no matter what! Learning is as natural as rest or play. With or without books, inspiring trainers or classrooms, we will manage to learn. Educators can, however, make a difference in what people learn and how well they learn it. If we know why we are learning and if the reason fits our needs as we perceive them, we will learn quickly and deeply.”

Malcolm Knowles, Educator

Continuous Improvement Model



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To orchestrate experiences designed to convey meaning to RiderCoach candidates and RiderCoaches for the purpose of principle and concept understanding and buy in.

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RiderCoach Mentoring Journey

Interview

Pre RCP Workshops

RCAP (RiderCoach Apprentice Program)

RCP

Off-Line Mentoring (3-6 months)

RiderCoach Reflective Piece

RiderCoach initiated transition

In-Line (On-Going)

Mentoring Candidate

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Mentor Journey

Interview

Mentoring skills assessment

Mentor Workshops

In-Line Mentoring Candidate

Candidate Mentoring Report
(*Mentor Team Eyes Only*)

Assigned and scheduled
Either *In-line* or *Off-line*

Mentoring Report
(*Mentor Team Eyes Only*)

Mentor Meetings

Clarification of content/context applications

Clarification of Classroom and Range components

Identify Mentor Continuous Improvement Opportunities

Identify Mentoring Continuous Improvement Opportunities

Mentors are assigned and scheduled as either on-line or off-line to mentor a RiderCoach.

Mentors complete a Mentoring Report

On-Going Mentor Meetings

Clarification of content/context applications Classroom and Range components

Mentor Continuous Improvement Opportunities

On-Going Mentor Workshops

Enhanced skill development

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