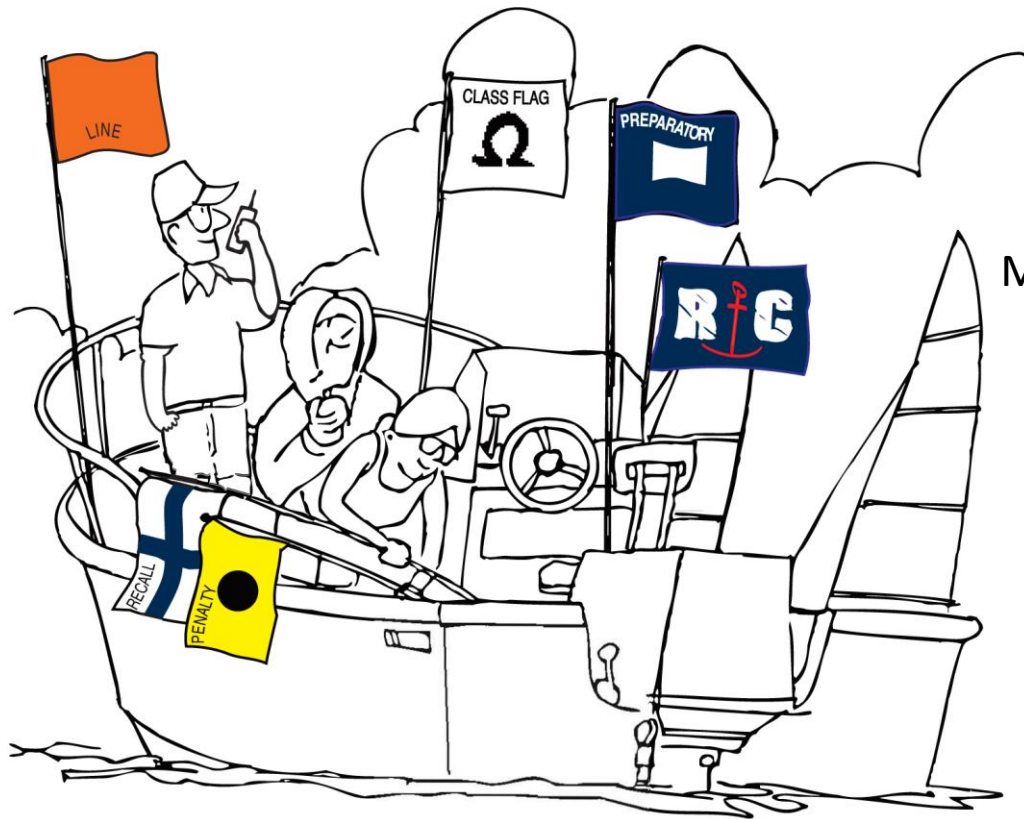


Mentoring in Race Management

ANNAPOLIS YACHT CLUB RACE MANAGEMENT SYMPOSIUM
FEBRUARY 26, 27, 2022



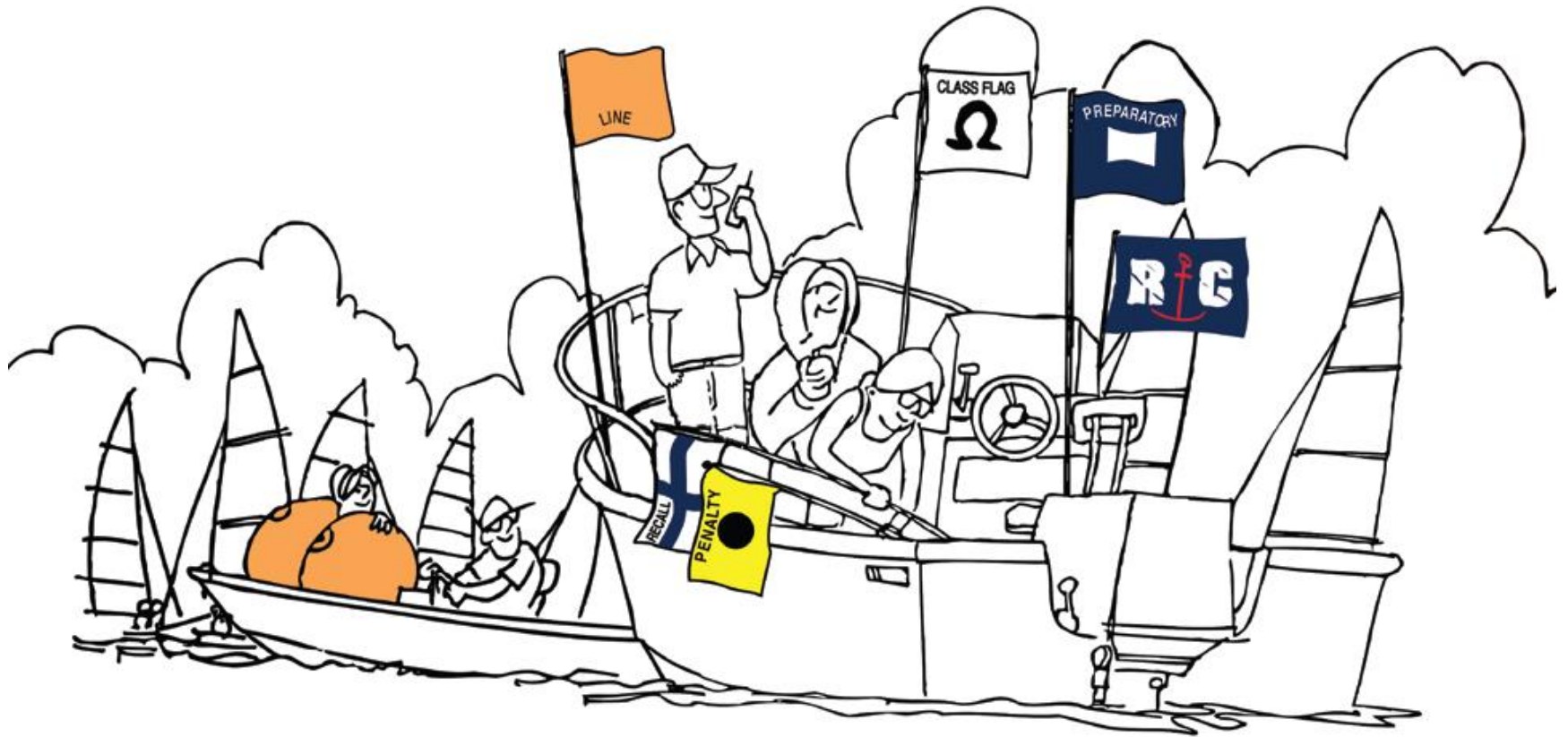
Presenters:
MARY ELLEN DEFRIAS
SHARON HADSELL



Introductions

- Your name
- Where you're from
- Why are you here





What is Mentoring?

Mentoring is

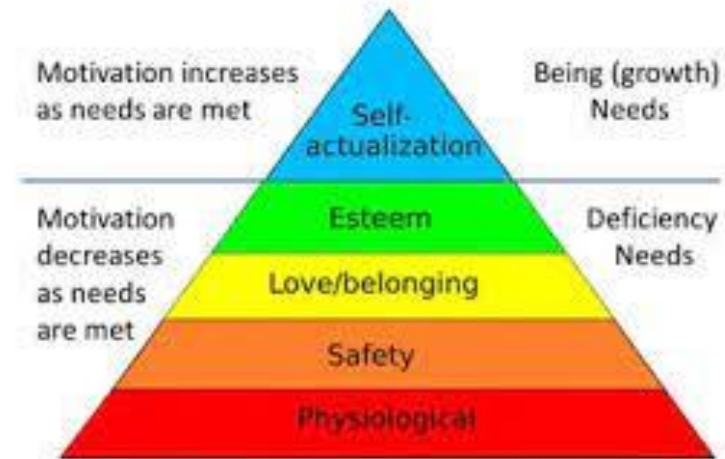
- to support and encourage people to manage their own learning in order that they may maximize their potential, develop their skills, improve their performance and become the person they want to be. (Eric Parsloe)
- a well-established method for ensuring the success of those who want to move up to Regional or National Race official or those who wish to become Instructors.



Where does Mentoring happen?

Maslow Hierarchy of Need

- Comfortable with basic race committee skills
- Team inclusion
- Set up to be confident to lead



Mentoring on the Race Course

- Create an inclusive environment
 - Manageable
- Make sure to clearly explain expectations
 - Everyone understands their role
- Feed forward



TRADITIONAL
FEEDBACK

Affirms what the person already knows.

“You’re really good at that.”

Points out problems.

That idea won’t work because...

Is an “information dump.”

Think rubrics with 10-20 different measurements.

Tries not to be mean.

“Praise sandwiches” hide criticism inside gauzy praise.

Doesn’t always offer a plan of action.

Focus is on measurement, not a plan for change.

Comes from the top down.

Delivered within a strict hierarchy, from people on the same team.

THE
FEEDFORWARD APPROACH

Regenerates talent.

“Would you lead a training on that?”

Expands possibilities.

What if we added this?

Is **Particular**.

Is ongoing, embedded in instruction, and focuses on just a few things.

Is **Authentic**.

Describes the problem and its impact, then prompts the person for a solution.

Has an **Impact**.

Has the person create a specific, step-by-step plan for improvement.

Refines group dynamics.

Rich, varied input comes from people with different viewpoints and skill sets.

From *The Feedback Fix: Dump the Past, Embrace the Future, and Lead the Way to Change*, by Joe Hirsch



Formal vs. Informal Feedforward

- Identify Appropriate parties
- How does this work?
- What program is best for your club?



Identifying Good Volunteers

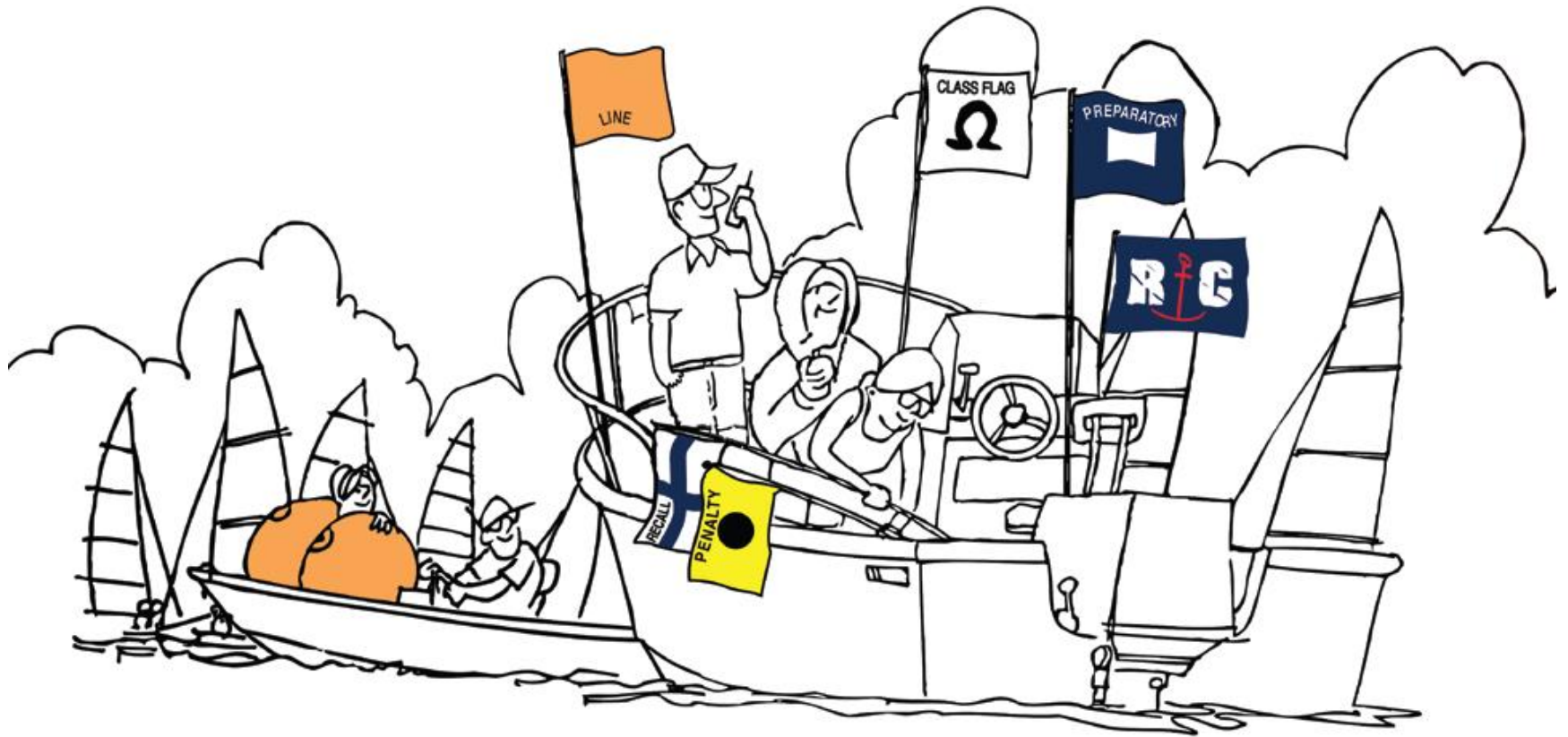
- Where do we find our volunteers?
- How do we keep them engaged?
- Moving Up?



When do you move up?

- Timing
- Difference between pushing and recognizing when someone is ready





Final Considerations

“There’s just one more thing...”

Next Steps

Volunteer

Ask questions

Get involved



ANNAPOLIS YACHT CLUB
RACE COMMITTEE



Questions?



Thank You!

Thanks to you – the dedicated volunteers who make it possible for racing sailors to get out and race.

