

Circular 085:09:20



To: Club Presidents
Club Captains
Junior Coordinators
LSOC Delegates

Club Secretaries
Chief Instructors
M&LD Delegates

From: Membership and Leadership Development department

Date: 30 September 2020

Subject: **LSV 18 - 25 Mentor Program – Mentor EOI**

Action: Submit Mentor EOI by Sunday 18 October

For additional details on this Circular please contact:
Membership & Leadership Development on 03 9676 6945 or email membershipandleadership@lsv.com.au
Circulars are available at www.lsv.com.au/circulars

Life Saving Victoria (LSV) is pleased to announce that applications are open for the annual **Mentor Program** for emerging leaders 18 – 25 years of age.

We are seeking experienced leaders within the lifesaving community to be program Mentors.

Program Overview


The aim of the 18 – 25 year old Mentor Program is to develop young leaders to face the challenges of current and future leadership roles with the support of a Mentor and an enhanced lifesaving network, while also providing a platform to enhance their leadership credentials, build on their current skillset and motivate them to reach their leadership goals.

The Mentor Program will entail a six-month formal partnership between the mentor and mentee. Mentors will guide and support their mentees through agreed goals, throughout the 2020/21 season.

Mentor Target Audience – who do we want?

Current and former Presidents, Secretaries, Club Captains, Chief Instructors, Committee Members, M&LD Officers, LSOC Officers, CLC Officers. For further information please refer to development areas table on the following page.

Objectives of the 18 – 25 Mentor Program

- Support, motivate, retain and inspire young leaders as they develop their leadership skills within their lifesaving, personal and professional lives
 - Guided goal setting and using enhanced leadership skills to turn goals into action and success
 - Opportunity for young leaders to identify role models and pathways within lifesaving
 - Expand a state-wide network of contacts to assist to achieve their goals
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WHO ARE WE LOOKING FOR?

Below is a table which outlines development areas mentees have requested assistance for over the past programs and the roles / expertise we are looking for.

Relevant Roles	Development Area
President, Secretary, Committee members, M&LDC Officers, CLC Officers	How to take on leadership roles within the club, how to start their journey, leadership skills development, growing club leadership opportunities
President, Secretary, Patrol Captains, Chief Instructors, Committee members, M&LDC Officers, LSOC Officers	Increasing engagement in Lifesaving, improving member retention
Patrol Captains, Club Captains, LSOC officer, TAO's	Strategies and skill development required to become a Patrol Captain and/or Club Captain, increasing numbers on patrol, improving patrol team efficiencies
Chief Instructors, Trainers, Assessors, Development Program Facilitators, LSOC officer, TAO's	How to become a more effective Trainer, Assessor and Program Facilitator, strategies and skills required to run SRC and Bronze camps
President, Secretary, Committee members, CLC Officers, LSOC Officer, MLDC Officers	Developing networks in Lifesaving
Chief Lifeguards, LSOC Officers	Developing skills, physical and interpersonal to become a Beach Lifeguard
President, Secretary, Committee members, MLDC Officers	Improving confidence, delegation and communication skills
Chief Instructors, LSOC Officers, TAO's	Strategies and skill development to become a Chief Instructor, promotion of award pathways
President, Secretary, Committee members, MLDC Officers	Strategies to get members and self, involved in development programs, growing leadership programs
Patrol Captains, Club Captains, Chief Instructors, LSOC Officer, LOO's	Improving SRC ongoing skill development and patrol engagement
President, Secretary, Committee members, CLC Officers, MLDC Officers	How to create sub-committees to prevent member burnout
Team Managers, Coaches, AS Officers	Strategies to increase member participation in Sport
Fundraising/ Social Event organisers	Strategies and skill development required to run club swims and fundraising activities
YIP's Coordinators, MLDC Officers	Strategies to run successful youth programs
President, Secretary, Committee members, CLC officers, MLDC Officers	Bring about positive cultural change, maintain relationships
President, Secretary, Communication Officers, MLDC Officers, LSOC Officers, CLC Officers	Strategies and skill development for effective member communications



Program Outline

The mentor program will comprise of five development workshops and a minimum of five mentor sessions. The program will include structured development workshops delivered by leaders from within the lifesaving community.

It is expected that all mentees and mentors attend all development sessions and have ongoing communication throughout the program. The mentor program will officially conclude along with the last professional development session.

LSV will be responsible for matching mentors with mentees. A Mentor agreement will be signed by both parties at the commencement of the program.

The newly developed Senior Development Programs Panel will be providing extra support this year with scheduled check ins throughout the program.

Date	Session	Session Topics
Thursday 5 November	Mentors Only Session (Online)	<ul style="list-style-type: none">• Over to the program• Tips and tricks to a successful partnership• Q&A
Thursday 19 November	1 (Online)	<ul style="list-style-type: none">• Planning for Success• Completing your Mentor agreement
Wednesday 9 December	2 (Online)	<ul style="list-style-type: none">• Selling your ideas
Thursday 21 January	3	<ul style="list-style-type: none">• Leading Under Pressure
Wednesday 24 February	4	<ul style="list-style-type: none">• People Management Workshop• Leaders in Lifesaving Panel
Wednesday 24 March	5	<ul style="list-style-type: none">• Pathways – How to get involved and how to get there!• What's next for you?

Program Cost

Cost of mentors to participate in the program is free.

Cost of mentees to participate in the program is \$80 inc. GST.

Location: The mentor program will commence online this year, with the aim to hold face to face sessions in the new year.

Life Saving Victoria, 200 The Boulevard, Port Melbourne 3207

Remote access will be made available for all sessions.

Time: 6:30pm – 8:30pm approx.

Mentees: 18-25 year old members.

APPLICATION PROCESS:

Mentors: Applications can apply online [here](#).

EOI close Thursday 18 October, 2020

Note all mentee applicants will go through a brief phone interview, to review program goals and engagement, prior to being accepted into the program.

