

# Mentorship Programme

## Objectives

1. To better integrate new expedition members and giving them the skills contribute to the expedition in coming years creating a sustainable knowledge transfer.
2. Help new members to the expedition by having someone dedicated to helping them be successful on expedition.
3. Help older members of the expedition spread the responsibility of helping new members and maintain sustainable ratios of new and old members.

## Programme Overview

### Option A: One mentor

Prospective new members to the expedition will be required to have a mentor for the expedition. Mentors will be allowed to mentor one first time expedition goer, as well as mentor a new member that has experience on similar expeditions.

### Option B: Two Mentors

Prospective new members will be required to have a primary mentor as well as a secondary mentor, who can share the role based on availability and skill set.

One Mentor	Two Mentors
<p>Pros:</p> <ul style="list-style-type: none"><li>• More individual responsibility to be helpful</li><li>• Simplified organization of the mentorship system</li></ul>	<p>Pros:</p> <ul style="list-style-type: none"><li>• More people to go to for help</li><li>• Potentially wider range of skills and knowledge from two people</li><li>• Less likely a mentor being busy/unavailable or unhelpful will be a problem</li><li>• The two mentors are able to discuss the mentee</li></ul>
<p>Cons:</p> <ul style="list-style-type: none"><li>• Potential a mentor to be busy/unavailable or unhelpful</li><li>• One person may have less knowledge than two</li></ul>	<p>Cons:</p> <ul style="list-style-type: none"><li>• Less individual responsibility to be helpful, less commitment</li><li>• More complicated to organize</li></ul>

Before the prospective members weekend a list of potential mentors will be made and beginning on the prospective members weekend, mentors and mentees can be paired up. The mentor and mentee should get to know one another before the expedition and the mentor should help the mentee prepare for the expedition. Ideally, the mentor and mentee should be on expedition together for a minimum of the first week of the mentees' expedition attendance. This is so the mentor can show the mentee around and help coordinate the

mentee acquiring new skills. The mentor and mentee do not have to cave together exclusively but the mentor should oversee the mentees plans to make sure the plans are suitable for the mentee. The mentor is NOT individually responsible for the safety of the mentee. It is ultimately the mentees responsibility to act within there abilities.

## **Role of a Mentor**

### **Before Expedition**

- Get to know your mentee/s on a personal level so they feel comfortable asking you for help.
- Go caving with them, if possible, to understand their caving abilities, especially SRT skills and surveying.
- If required, help them set a plan for improvement.
- Have a chat with your mentee/s ask them about their motivations, expectations, and goals for the expedition and help them to make these realistic.
- Inform your mentee/s about ways they can get involved in the expedition before arrival (eg making flapjack).
- Talk to them about what kit they plan to bring so they are prepared, but not over-prepared (no wetsuits and ice axes).
- Be the person they go to for help; if they have an issue to which you do not know the answer (eg using expedition server) find someone they can go to about this.

### **On Expedition**

- Show them around base and top camp, explain food, callouts, communication, bills etc.
- Help them plan a first trip underground that you know they are capable of as a warm up. Debrief with them after to see if they had any issues or concerns.
- Help them find suitable trips throughout the expedition.
- Ensure the mentee/s are sticking to expedition standards in rigging and in surveying.
- Help them with compiling and integrating their survey data into the SMK system; you do not need to know everything but help them with what you do know and find someone to help both of you with the rest.