

LEADERSHIP TRAINING

WHAT'S NEW FOR TRAINERS?

There are exciting changes in the Society's revised leadership training system that have a major impact on Trainers. **This is why only current Trainers who attend a Lifesaving Society Trainer Update Clinic may teach the new leadership courses.**

Trainer update clinics

The Lifesaving Society Trainer Update Clinic provides:

- An orientation to the competency-based leadership system and the implications for how Trainers plan and deliver leadership certifications.
- A review of the responsibilities in the new Trainer job description.
- An analysis of the structure, content and use of the new award guides.

The 4 hour clinic provides participants with 3 credits towards recertification. There is no Lifesaving Society fee for the clinic but affiliates may charge a fee to cover costs. Lifesaving Society National Trainers conduct the update clinics.

Who should attend? Current Lifesaving Society Trainers who wish to be eligible to teach the new leadership courses must attend. Trainer candidates (those who have attended an Instructor Trainer Clinic but not yet completed the apprenticeship requirements for Trainer certification) are also welcome.

Where? Affiliates organize the update clinics. Consult your local affiliates or *Find a Course* at www.lifesavingsociety.com for dates and locations.

When? Before teaching the new leadership courses and no later than December 31, 2018. Because affiliates may introduce the new courses as early as January 2018, and because only current Trainers who have participated in the Trainer Update Clinic may teach the new leadership courses, you should plan to attend as soon as feasible. Consult affiliates for whom you teach on their timetable for introducing the new leadership courses and plan your attendance at an update clinic accordingly.

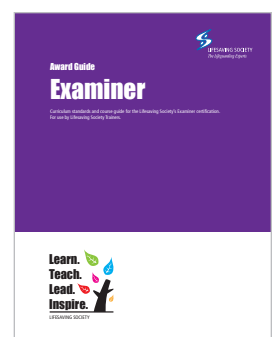
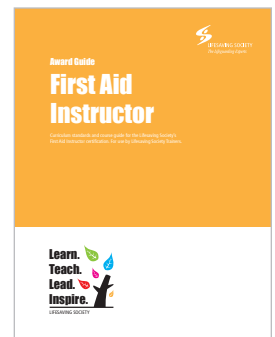
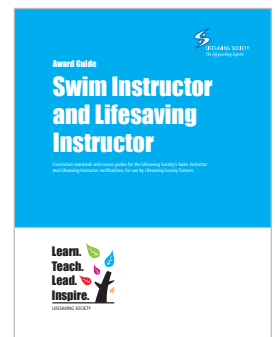
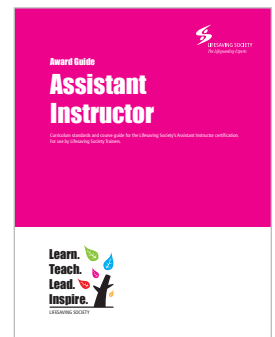
What do I need? Trainers use the new leadership award guides to plan and deliver the new leadership certifications. For each leadership certification you teach, you need the corresponding award guide. At a minimum, you must have the *Swim Instructor and Lifesaving Instructor Award Guide* for use on the Trainer Update Clinic. You can purchase this and the other leadership award guides you need at www.lifeguarddepot.com. The following are available now:

- *Assistant Instructor Award Guide*
- *Swim Instructor and Lifesaving Instructor Award Guide*
- *First Aid Instructor Award Guide*
- *Examiner Award Guide*
- *Trainer Award Guide (for National Trainers)*

The *National Lifeguard Instructor Award Guide* should be available by September 2017.

A note re: Trainer Terminology

We use the term "Trainer" when collectively describing those certified to teach the Society's new leadership certifications. "National Trainer" describes those who teach Trainers.



Leadership revision: background

As Lifesaving Society certification programs expanded over the past two decades, so too did the leadership training programs needed to prepare instructors to deliver them. At the same time, advances in educational research and new technologies changed our understanding of how people learn and the skills and qualities needed in effective teachers.

In its leadership revision, the Society zeroed in on the competencies that matter in preparing leaders to provide quality lifesaving education to Canadians in the 21st century. The result is a multi-level, competency-based system designed to encourage and support the development of progressively skilled and knowledgeable Lifesaving Society instructors – at all levels.

The Society's new streamlined leadership system is designed to reduce barriers, increase accessibility, and provide greater flexibility.

Key changes

- **New** (as of January 1, 2018): Assistant Instructor, Swim Instructor, Lifesaving Instructor, First Aid Instructor, National Lifeguard Instructor, Examiner, Trainer, National Trainer.
- **Retired** (as of January 1, 2019): Advanced Instructor, CPR-HCP Instructor, Airway Management Instructor, Boat Rescue Instructor, Distinction Examiner, Core Instructor clinic, Examination Standards clinic, Instructor Trainer clinic.
- **To follow:** Revision of the Society's leadership recertification system is in progress. Work will soon begin on new leadership programs for lifesaving sport and management training certifications.

Complete details of the new leadership system will be featured in the 2018 edition of the Lifesaving Society Program Guide. In the interim, consult the [Guide to the Revised Leadership Program](#).

Affiliates may transition to the new leadership courses between January 1, 2018 and January 1, 2019. See *Leadership Training: [What's New for Affiliates?](#)*

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Focus on competency

The revised leadership training programs are designed to develop the essential knowledge, skills, behaviours and values the Lifesaving Society expects its instructors to possess in order to do their jobs successfully. While performance standards vary by level, curriculum standards in all new leadership certifications focus on the following competencies:

- Lifesaving Society knowledge
- Curriculum knowledge
- Ethics and valuing diversity
- Learner characteristics
- Health and safety
- Planning
- Communicating
- Teamwork and collaborating
- Problem-solving and decision-making
- Presentation skills
- Facilitating and mentoring
- Evaluating
- Skill demonstration



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