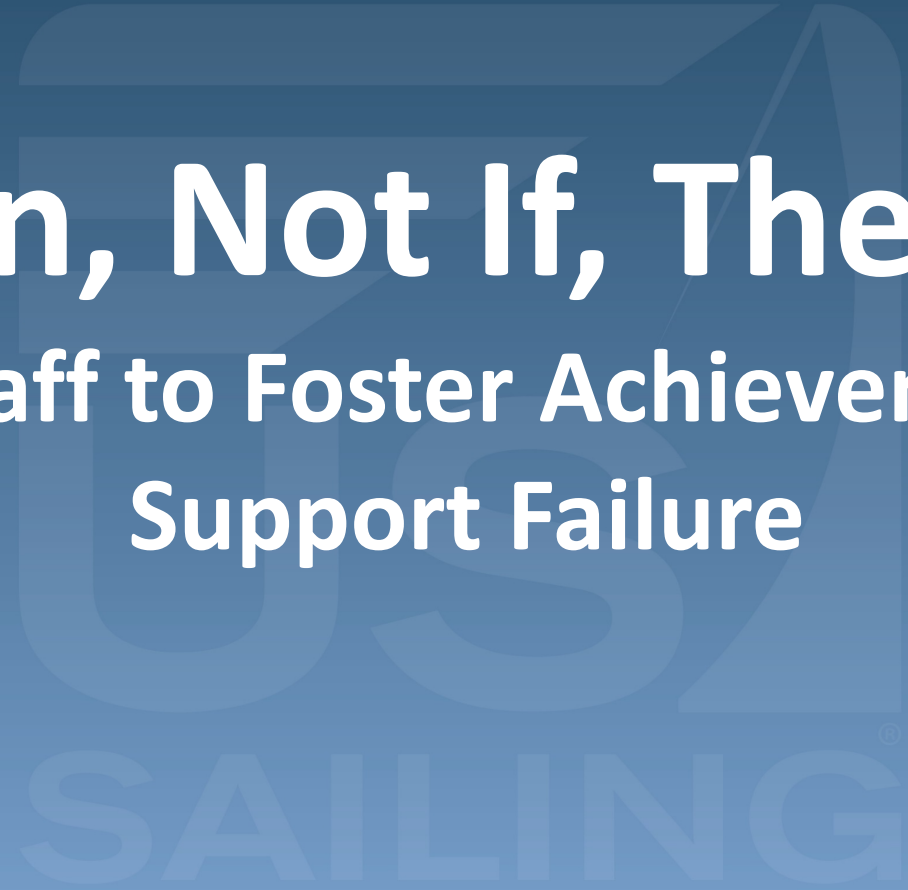




When, Not If, They Fail

Equip Staff to Foster Achievement and Support Failure





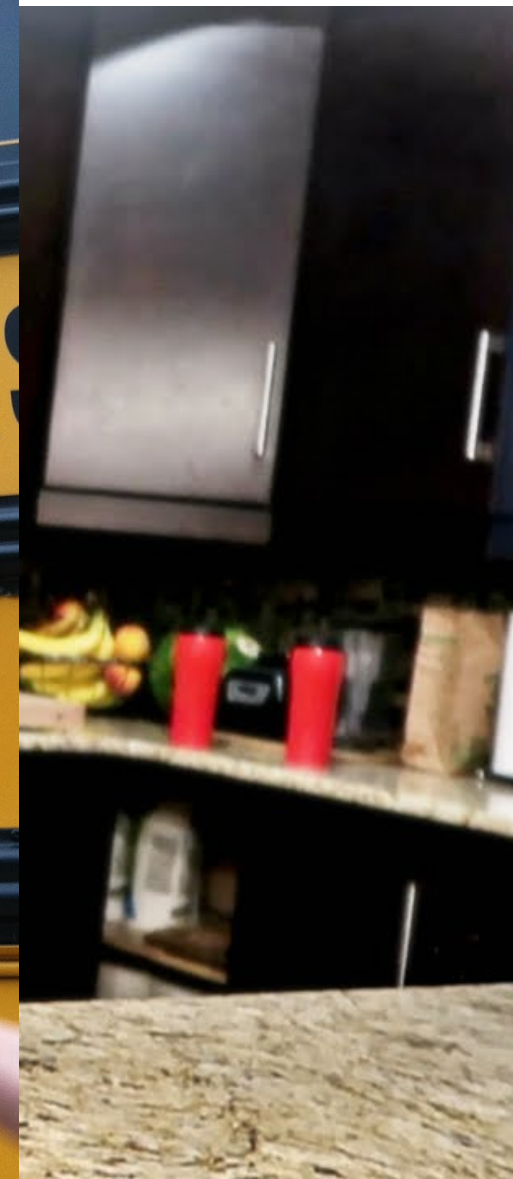


Community Builder

US SAILING

Outcomes

- **Understood the positive impact we can have on the lives of campers through skill development and achievement.**
- **Learned a framework of how to structure staff training so that staff become effective teachers and instructors.**
- **Discussed the role of failure along the way to a goal or achievement and how to prepare staff to support campers through failure.**





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Staff Training

- 1. Safety**
- 2. Teach Me How to Teach**
- 3. Competence Breeds Confidence**
- 4. Prepare Me for Day 1**
- 5. Keep it Fun!**
- 6. Plan for Failure**



Safety

- Equipment and technical safety
- Emergency Procedures
- How to prevent accidents

Teach Me How to Teach

- Chalk talk, land drill, water drills
- Age and skill level specific methods
- Which staff teach what

Competence Breeds Confidence

- Technical skills
- Early conversation if there is underperformance
- Plans for on-going training

Prepare Me For Day 1

- Day to day operations
- Practice a typical day
- How to organize campers

Plan for Failure

- We'll dive deeper here in a minute!

Keep It Fun

- Training should role model the spirit of staff instructing campers
- Expected of leadership staff, outside trainers, and me 😊

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Failure

Anger

Resilience

Compassion

Disappointment

**Work
Ethic**

Pain

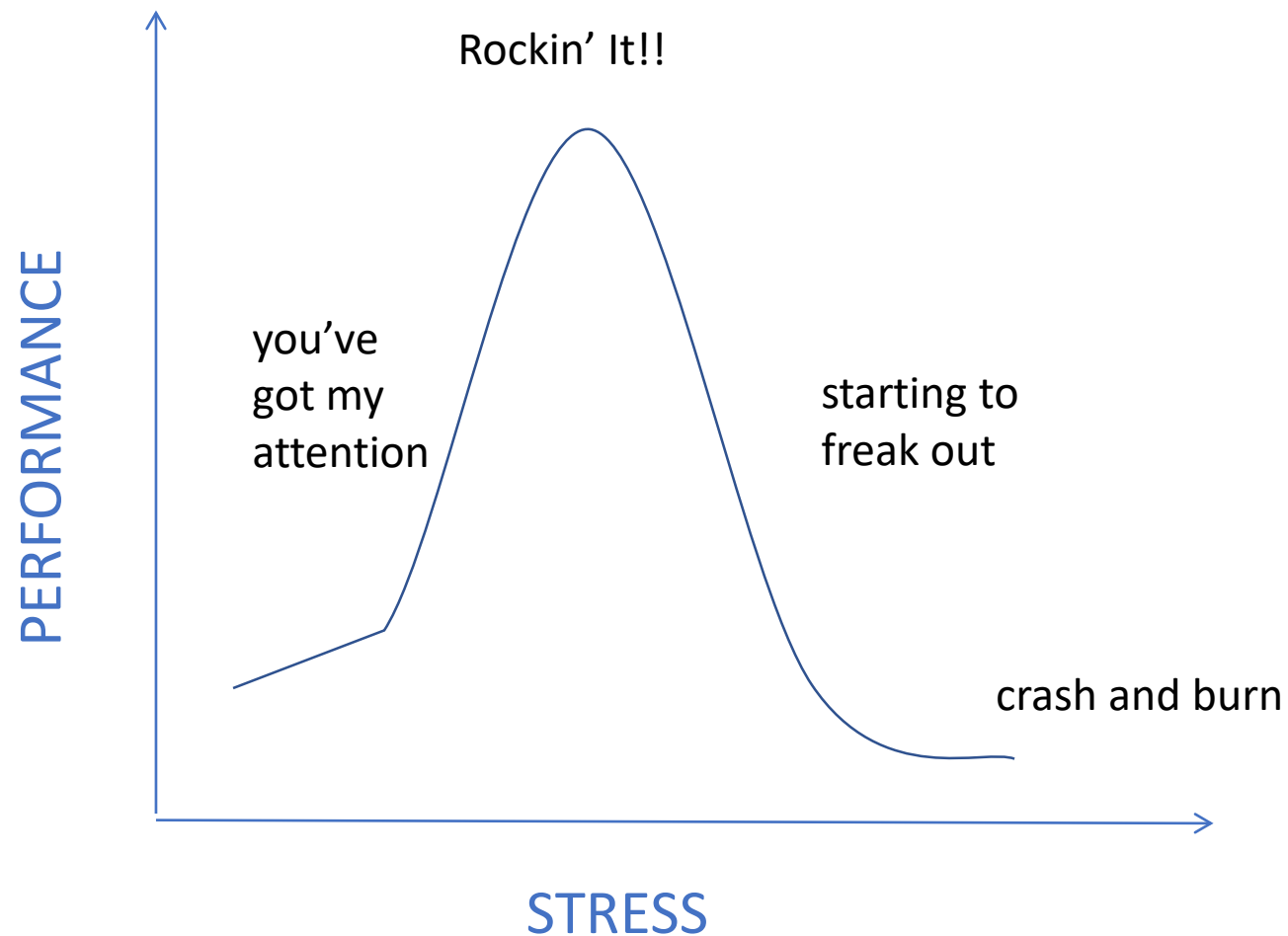
Empathy

Hurt

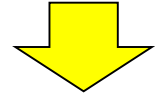
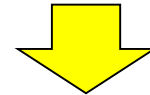
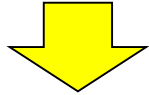
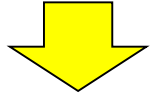
Frustration

Dedication

Kindness



We don't grow
without some
stress and
discomfort.



-
1. Celebrate achievements along the way.
 2. Celebrate character and behaviors before accomplishments.
 3. Celebrate each other.

If staff role model well, then kids will learn to compliment one another. Provide space and time for campers to practice this.

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Your Opinion Matters

Please open the **NSPS app**
and complete the **session survey** found in the
menu bar for a chance to win a **free drink ticket!**

Thank you for attending this session