

# Mentoring Group

Booker Gliding Club

# History

## The “OLD DAYS”

- Booker was once the premier racing club in the UK
- Nicknamed the “Booker Boy Racers”
- A large proportion of the UK team was based at Booker
- Very supportive, but acerbic group
- Proud to be outspoken and not pull punches
- Created atmosphere of competition within the club
- Very can do atmosphere with minimal rules (which survives to this day)

# History 2

## Booker Advanced Soaring Group

- Started by myself with Paul Brice and G Dale
- Invited pilots only. Somewhat elitist
- Attracted many very good pilots e.g. Most of the NZ team
- Achieved great success in the competition arena
- Other clubs feared to race against us, particularly in 15m Class
- Made extensive use of sports psychology
- Ran briefings and long debriefings using SeeYou as a tool
- Really pushed ourselves to train cross country
- Feeling of letting side down if you didn't fly
- Great mutual support for problems encountered

# Aims of Group

Provide mentoring at all levels for members to achieve their goals in gliding

Aim to be able to offer a path that takes a pilot from the first glider flight to flying in a UK Nationals in 5 years

Provide a support group for all glider pilots at all levels

Make Booker once again the premier gliding club for soaring training.

Make Booker the MOST FUN PLACE TO FLY IN THE UK

# Methods to Achieve Aims

- Use BASG as a starting model for the group
- Encompass as many pilots as want to join, but they must show commitment
- Set up a pyramid training scheme
- Extensive use of technology to optimise flying and debriefing
- Less reliance on individuals to run the whole operation. Use a more distributive mentoring model so that the absence of individuals does not bring training to a halt
- Set up internal competition to motivate individuals to try harder
- Provide a confidential mentoring scheme to give support to individuals

# Confidentiality

- Key to effective training and improvement
- Gliding is above all a mind game
- Allow the airing of any worries individuals may have in an open non judgmental atmosphere

**PLEASE RESPECT THIS CONDITION OF  
TAKING PART**

# Pyramid Structure

Top National and International Pilots

Entry Nationals Pilots

Regionals Pilots

Early Cross Country Pilots

Early Soaring Pilots

- Aim is for each level to coach level below, but be able to go to higher levels to help solve specific problems
- Coaching a level below you own is a great way to improve your own skills as it adds pressure to a situation you should be comfortable in

# Briefings

- Run formal advertised briefings
- Run informal, impromptu briefings and lectures
- As much as possible brief before each flight

# Flying

- Use a variety of task types to enable pilots of all abilities to fly the “same” task
- Advantages
  - All occupy the same sky which allows greater coaching opportunities
  - Allows better pilots to stretch themselves
  - Allows less experienced pilots to complete set task more often
  - Allows debrief of a single task
  - For competition they are the least practiced task type and will give us an advantage over other clubs

# De Briefing

- Ensure debriefing are completed for every flight, local soaring or cross country
- Use technology to download loggers as quickly as possible
- Use SeeYou in competition mode to facilitate rapid evaluation of flights
- Allow interchange of ideas
- Challenge individuals on their apparent decisions
- Be constructive as possible, but don't shy away from pointing out failings

# Goal Setting

Set Short term training goal e.g achieve 80kph consistently round a task

Set medium term goal e.g qualify for National championship

Set Long term achievable goal e.g Join National Team

Set Ultimate Goal e.g Win world championship

# Training Objectives Workshop 1

Individuals tend to practice most what they are already good and comfortable at.

Need a method to ascertain what areas of training are actually most important.

Can be applied to individuals and groups.

Keep a copy of the results and see how they change over time.

# Training Objectives Workshop 2

- Shout out what you think are important keys to gliding success e.g Thermal centering, trailer in good condition.
- Write these on White Board
- Individuals select the 10 most important items on the list for them to improve and write them down.
- Individuals give an importance between 1 and 10 they attach to the item (they should all probably be near 10)
- Individuals judge how good at each item they are and give a number from 1 to 10.
- For each item subtract second number from first
- The items with the highest result are the items that need most attention for overall improvement
- Within groups of your peers compare lists. Again the number that comes out highest is the item that the group most needs to train together on.

# Summary

By working together as a club we can bring more purpose and enjoyment to our flying.

You will be surprised how with some peer support you can achieve things that you currently feel are impossible for you

The motivation of working as a group has to be experienced to be believed.

The top tier pilots cannot run this alone. We need help and enthusiasm from all to make it work. This is NOT a spoon feeding exercise but the setting up of a structure to make a difference for this club which we can all work within.