



Up Top In Operations

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Focus on Mentoring

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Mentoring is still the “method of choice” when training new boat crews and coxswains.

While there may be opportunities to bring several members who are participating in boat crew training together for a classroom training experience, most boat crew training will take place during a on-on-one situation. This type of training most closely resembles “on-the-job” training because you learn while doing!

To create a successful mentoring outcome, it is important to keep three critical variables in mind. These variables must be present for the mentor to be effective, and the trainee to learn quickly!

Structure: Most people appreciate a structured plan from which to work. There's a saying: “**Plan the**

work and work the plan!” This philosophy is especially important in boat crew training, because we are training on many tasks and skills.

You should jointly establish training objectives for every session. These objectives don't need to be complicated! A simple statement like, “Tonight we'd like to cover anchoring, including a review of the parts of an anchor, setting the anchor and hauling the anchor. How does that sound?” This allows the mentor and trainee to understand and agree on what they want to accomplish during their time training together, and measure how much was completed.

Skills: Keep your focus on skills and task! This should be relatively easy, since the Qualification

Guides are built around tasks. The harder part of focusing on skills and tasks is our natural tendency to build relationships and enjoy each other's company. But in an extensive training curriculum like the crew, coxswain and PWC-operator curriculum, wasting time will un-motivate both the mentor and the trainee. Come to your sessions ready to work. After you have accomplished your training objective for the session, then relax and swap a few sea stories!

Support: No one completes their training process without support from a number of key players. First and foremost is the mentor. Mentors must be committed, consistent and capable. The Flotilla Commander and Vice Commander must be prepared to monitor and encourage both the mentor and the trainee. Other qualified crew and coxswains need to pitch in by providing an additional facility or perhaps, volunteering to train a part of the curriculum. While both the trainee and the mentor must assume responsibility for learning, the road to success will be much longer without the support from the entire flotilla.

Keeping these three variables – structure, skills and support – front and center in your boat crew training will result in success!



Ten Habits of the Horrible Mentor

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We've talked a lot about what effective mentors do, but what about *ineffective* mentors? What are the "sure-fire" things you can do to disrupt and de-rail the mentoring relationship?

1. Start from the perspective that you, the mentor, with your vast experience, have all the answers.
2. Assume that mentoring your peers through the boat crew qualification program is easy, and therefore do no planning or preparation for the training sessions.



3. Constantly remind your trainee how little they know and how much they have to learn – from you!
4. Do mostly talking and telling, rather than asking and facilitating.
5. Make sure they understand how trivial their concerns and questions are.
6. Never admit that you don't know something!
7. Remind the trainee how lucky they are that you have agreed to be their mentor, and of the sacrifice you are making.
8. Never ask the trainee what they expect from you, or what they need from you. What do they know, anyway?
9. Insist that the trainee "do it your way".
10. Never admit that you are learning something from the trainee!

Of course, *successful* mentors **don't** have these habits! In fact, successful mentors will do the opposite of many of these "bad habits". And while this list is presented in a light-hearted way, the point is that if you've demonstrated any of these habits, your training has suffered.

Create your own "Top Ten" list of effective habits, and practice them in your training. You may find the experience will be rewarding for both of you!



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Holidays
from the
Operations
Department!**

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COMMS Division busy...

Communications Update

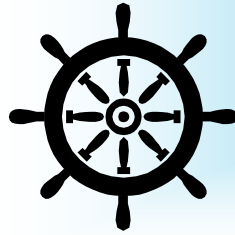
By: Warren Schneider DVC-OT
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Many exciting things are happening in the Communications Department. The Auxiliary Operations Policy Manual is being re-written, and the Communications section is very much involved with the revisions that are being recommended for Change 1.

The Coast Guard is also rewriting the Communications Watchstander Qualification Guide COMDINST M16120.7A. The Auxiliary Communications Department was invited to provide input. As with the Boat Crew Qualification Program, we hope to make this manual applicable for training and qualification in the Auxiliary. This would be one method of standardizing the qualifications for CG Auxiliary radio watchstanders across the membership. Aligning our standards and qualification program with the Coast Guard will also increase their level of confidence in Auxiliary watchstanders.

The FHWA/CGAUX program is progressing by leaps and bounds. Shortly after the Memorandum of Understanding (MOU) was signed with the Office of Emergency Transportation in August of 1999, we had approximately 50 members who signed up for the program. At present, we have slightly over 95 members. The nets that are being conducted throughout the country are very successful. The members are very

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well trained for disaster situations. If the Coast Guard called upon them, these highly skilled Auxiliaries would be ready!

NOTICE TO MARINERS

It has come to the attention of the U.S. Coast Guard and Federal Communications Commission that certain consumer electronics-grade active VHF/UHF marine television antennas are causing operational degradation in the performance of GPS receivers. This interference may be realized as a display of inaccurate position information or a complete loss of GPS receiver acquisition and tracking ability and the interference interactions have been reported up to 2,000 feet from the interference source. This interference has been associated in some instances with temperature extremes or proximity to a television broadcast site. If you are experiencing recurring outages or degradation of your GPS receiver you should perform an on-off test of your TV antenna. If turning off the power to the antenna results in improvement in

the GPS receiver performance, the antenna may be the source of interference in the GPS band. In that case, you should contact the manufacturer of the antenna and identify the symptoms. If the test is not positive and the GPS interference persists, you may contact the Coast Guard, Office of Spectrum Management via email at:

CGComms@comdt.uscg.mil

or through the Coast Guard Navigation Information Service at:

703-313-5900

They may be emailed at:

nisws@navcen.uscg.mil



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