

# LEADERSHIP TRAINING

## WHAT'S NEW FOR AFFILIATES?

The Society has revised its leadership training system. Affiliates may begin offering the revised leadership courses anytime between January 1, 2018 and January 1, 2019.

### The leadership revision

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 21<sup>st</sup> 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

For details refer to *Teaching* at [www.lifesaving.org.ca](http://www.lifesaving.org.ca).

### Programming the new leadership courses

The approximate instructional time identified for each leadership certification is based on 12-16 candidates. Actual time needed may vary depending on course format, number of candidates, and the learning activities selected. Breaks require additional time.

Leadership Certification	Time	Class	Water
Assistant Instructor	18 hr.	10 hr.	8 hr.
Swim Instructor	20 hr.	8.5 hr.	11.5 hr.
Lifesaving & EFA Instructor	20 hr.	8 hr.	12 hr.
First Aid Instructor	20 hr.	20 hr.	n/a
National Lifeguard Instructor	16 hr.	10 hr.	6 hr.
Examiner	6 hr.	4 hr.	2 hr.
Trainer	16 hr.	9.5 hr.	6.5 hr.



### 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

## Leadership implementation plan

Affiliates may transition to the new leadership courses anytime between January 1, 2018 and January 1, 2019. Only Trainers who have attended the Lifesaving Society Trainer Update Clinic may teach the new leadership courses. Consult the Society's Find a Member service to see if a Trainer has been updated.

## New literature and resources

The Society has developed educational support materials for the new leadership programs including Trainer award guides that outline the curriculum standards for the revised programs. Additional literature for Instructors, Examiners and Trainers are in the works.

## To follow

Revision of the Society's leadership recertification system is in progress. In 2018, work will 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* scheduled for release in the spring of 2018. In the interim, consult *Teaching* at [www.lifesavingnl.ca](http://www.lifesavingnl.ca).



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