

Inspiring your Trainers and Assessors

Stretch them professionally

Your trainers and assessors may not always put their hands up for additional professional development, but it is important to keep them actively engaged in their profession. This can include involving them in conference proposals, article submissions, learning event development or even collaborating on a resource.

Honour their experience

Often in our training departments we find combined experience adding up to hundreds of years but career progression within organisations can be limited. Solve this dilemma by taking the time to recognise their contribution and honour their experience - this will help them feel valued and motivate them to continue to work at their best performance. Recognition can be as simple as their job title (eg. Senior Training Consultant or Lead Assessor),

in public displays of years served or an honour board listing key milestones.

Role model best practice

Great leaders are not defined by what they do, but how they do it. Inspiration can be found when we practice what we preach and are prepared to do the same work that we ask of our teams. Standing side-by-side with them in the trenches builds respect, but also helps the team to understand the expectations of the business and gives them an understanding of what good practice looks like.

Give them ownership, but allow them to make mistakes

It is well documented that risk-taking is an important part of learning. However, if we create clinical environments where no one is prepared to try something new, organisations will stagnate. The key is to give ownership



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of projects with latitude for them to provide their own ideas, while being available to provide guidance, mentoring and supporting them when things don't go according to plan. This, in the truest sense, becomes a "miss-take", rather than a mistake and learning and growth can come of it. This approach, which shares the fame and the blame, creates a collegial atmosphere where great ideas and achievement can thrive. ■

Inspiring VET leaders

If you've ever had a leader who has really inspired you, you know how great it can be – you feel empowered, respected and deeply valued. People I coach often ask how they can become that type of leader. Here are some simple things you can do to become an inspiring leader to your team.

Be your authentic self

The most inspiring and respected leaders are those who are 'themselves'. When you start out as a leader, you tend to have a pre-conceived idea about how you should behave as

a leader. You can always tell when someone is being 'fake' with you – which means your team can too! Think about how being more authentically 'you' might change your work relationships.

Give everyone an A+

What would happen if you told everyone you lead that you already think they are an "A+" before they do anything – that they are awesome, talented, top performers? What could someone achieve when they know you already think they are great and they have no fear of disappointing you? Try it and see!

Be honest

It's not always easy to be honest when you are a leader, but people appreciate it. Be honest with feedback, when you can't help them, when you don't know an answer or when you can't give them what they want or need. They will appreciate it in the long run.

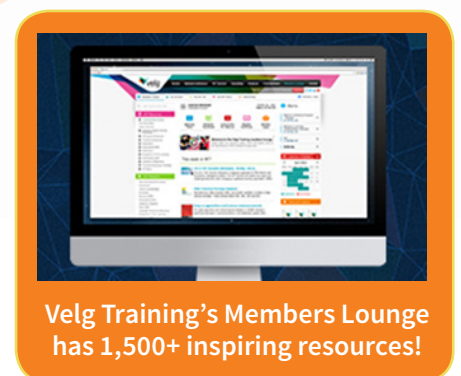
We are all human...

... which means we all make mistakes, get angry, feel sad sometimes, fall ill... the list goes on. Instead of seeing these things as issues, embrace them. Dealing with these issues with empathy will be valued by your team far more than you can ever imagine.

But most importantly, try different things on for size – see what fits you and go with your gut instinct. I'm giving you an A+ for leadership – and I'm looking forward to hearing about the amazing things that I am sure you will achieve! ■



Nick McEwan-Hall is a business coach and VET consultant who is passionate about enabling people to be their best. He works with the VET community to build leadership capacity and provide elegantly simple yet robust solutions to the complex challenges RTOs face. nickmcew.weebly.com



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