



## **2024-2025 Trainer Development Program**

### **Dear Prospective Trainer:**

Please review the trainer purpose statement, core values, job dimensions and personal skills listed below.

A PSIA-AASI advanced educator has the ability to lead and facilitate clinics for the majority of our staff. These individuals maintain a high level of current knowledge and expertise and are extraordinary role models with a desire to learn and grow.

A Beaver Creek specialty trainer has specialized education and abilities in a particular field and is an extraordinary role model with a desire to learn and grow. We would like our prospective trainers to complete the trainer development program as outlined below.

### **Trainer Purpose Statement**

To create a partnership with instructors, management and all resort staff to continually develop, improve and model a culture of highly effective, creative and proud teaching within our schools.

### **Trainer Core Values**

**Leadership**-Model and display the behaviors, passion and attitudes of a consummate teacher. Assist and achieve the collective goals of individual instructors, management and the organization. Be a coach and mentor during and beyond clinic time.

**Honesty**-Be honest in self-appraisal, and in receiving feedback. Give honest, compassionate and empathetic feedback. Invite and accept feedback from your clinic participants to develop a strong rapport.

**Empathy**- Deliver feedback based on the feelings and behaviors of staff, management and peers.

**Desire to lead and learn**- Participate in the learning environment as both a leader and a learner; strive to grow and learn as a trainer.

**Respect**- Build mutually respectful relationships through active listening, responsible decision making and by adapting to the needs of others. Treat yourself and others with respect.

### **Professionalism**

### **Job Dimensions**

1. Follow all specific clinic leading protocol and paperwork procedures in a timely and professional manner. Start on time and finish on time.
2. Understand each participant's goals for the clinic and use the appropriate progressions for the level of your participants.

3. Role model the importance of safety in all clinics, either leading or attending.
4. Use your expertise to create new clinic topics to align with instructors' needs, and actively promote and market clinics to your peers. Communicate with instructors about clinic topics that they find interesting, and report back to the Training Manager. Help supervisors communicate schedules and topics.
5. Participate in Trainers training events.
6. Observe talented instructors and suggest as potential trainers' to the Training manager.
7. Work with management to create new clinics.
8. Discuss feedback issues with your Training manager, and ways to improve the quality of the feedback forms.

### **Personal Skills**

1. Participate in exams, clinics, competitions and try outs to continually develop your level of expertise.
2. Act on any feedback received from your clinic participants, or clinic leaders.
3. Attend clinics to improve your own skiing or riding level.

### **Minimum requirements for entering our developing trainer program:**

- 3-6 program training- Level 2 and CS2
- 7-14 alpine program training- Level 2 and CS2
- Snowboard program training- Level 2 and CS2
- Adult program training- Level 3
- Certification training- Rocky Mountain Trainer or ISIA equivalent
- Beavo program training- Level 2 and CS2
- Freestyle and Park Pass Program – FS2

### **Next Steps:**

1. Submit a letter of intent to Stacey Gerrish, Beaver Creek Training Manager, to include all areas of interest in delivering training.
2. Submit two letters of recommendation from Beaver Creek instructors from two different programs. Submit letters to [sgerrish@vailresorts.com](mailto:sgerrish@vailresorts.com)
3. Interview with the Training Manager.
4. Submit current PSIA-AASI card to Training Manager.
5. You may be asked to develop an indoor clinic outline and share it with Stacey. Upon approval the indoor clinic will be scheduled. Stacey or another trainer will provide the developing trainer with feedback after observing the clinic. This will take place before leading on snow clinics.
6. Stacey will help the interested instructor in establishing a pathway to achieve the intended goal of becoming a trainer. This will include other members of the management team and current trainers and educational staff members.
7. Developing trainers may be asked to audit trainers delivering training prior to leading training on their own.
8. Developing trainers will be audited by the Training Manager or a current trainer before leading assigned training clinics.

### **Trainer Audit Pay- must be pre-approved by a Training Manager**

There is a 5 day maximum for trainer audit pay. All paid trainer pay must be pre-approved by the training manager.