

1. OBJECTIVE

The objective of this policy is to define the criteria under which the Mentoring Program would be managed

2. POLICY

- 2.1 The purpose of the Mentoring Program is to assist with the professional development of young and / or inexperienced Licensees.
- 2.2 Within the first year of obtaining a trainers and / or drivers licence, any new Licensee must complete a successful general session with a mentor.
- 2.3 Following a penalty, the officiating Steward or Stewards may recommend to the Harness Chairman of Stewards (COS) that a particular licensee, who is a repeat offender in a specific area, spend a session with a mentor.
- 2.4 If approved by the COS a formal session will be arranged at an appropriate venue between the licensee and mentor.
- 2.5 The mentor will be provided with recent replays and any relevant data regarding the aforementioned Licensee's offences and is responsible for providing information, sharing experiences and expressing opinions to the participant.
- 2.6 At the successful completion of the session, in consultation with the mentor, the COS will make an assessment and decision on suspending up to 50% of the Licensee's most recent penalty for a specified period.
- 2.7 If a Licensee has any part of his/her penalty suspended by the COS and is found guilty of a similar offense within the specified period they will have to cumulatively serve the remainder of the original suspension and the new suspension or pay any portion of the original fine that may have been suspended.
- 2.8 All Licensees may request, in writing to the COS, a session with a mentor to discuss any aspect of their participation in harness racing including, but not limited to, personal development, protests and Stewards inquiries and driving tactics.
- 2.9 Each mentoring session will be approximately two (2) hours in duration.
- 2.10 Tasracing will hold quarterly subject sessions quarterly which will be co-ordinated by the Harness Driving School Instructor and will be open to all Licencees. These sessions will be mandatory for all Driver C licensees and Novice Drivers.
- 2.11 The COS may penalise any driver referred to a mentor who fails or refuses to attend when directed or fails or refuses to comply with or to fulfil any reasonable direction of the mentor.

3. MENTORS

- 3.1 The COS will source a number of mentors and assign the most appropriate mentor on a case by case basis.
- 3.2 The mentors will be paid for by Tasracing.
- 3.3 Mentors are expected to build rapport, trust and empathy, identify needs, set goals and develop agreements.
- 3.4 The Mentoring process includes:
 - Review issue(s)
 - Identify need(s)
 - Set goals
 - Establish and agreement
 - Observation(s)
 - Feedback
 - Action Plan
- 3.5 Providing effective feedback is a critical skill for all mentors.