



RunTogether



RUN LEADER MENTOR TOOLKIT

Part of



Welcome to the Run Leader Mentor Toolkit

Here you will find everything you need to know about becoming a Run Leader Mentor. This toolkit has been created to make your life easier and will help you support newly qualified Run Leaders. We know you share the same values as RunTogether and we want to ensure you are equipped with all the resources you need to help Run Leaders operating RunTogether Groups.

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Introducing RunTogether

RunTogether has been created by England Athletics, the membership and development body for grassroots athletics and running in England, to provide fun, friendly, supportive and inclusive running opportunities for everyone.

All our programmes share a common theme; they are here to help people to run with others. Running with others provides motivation, guidance and support, as well as making it safer and more fun!

Values and guiding principles

The values of RunTogether Groups are:

- Fun
- Friendly
- Supportive

RunTogether Groups will be:

- Inclusive – for everyone
- Accessible – removing barriers that may prevent people from joining a group
- Safe – at the forefront of everything we do



What We Know About Run Leaders

The Leadership and Running Fitness Qualification is a one day course which qualifies and insures leaders to deliver safe and fun running sessions, suitable for Running Club Leaders and other Group Leaders. Upon completion of the course we encourage attendees to either set up a new running group or support an existing one.

The role of a Run Leader is really integral to the success of any RunTogether group by nurturing and supporting new runners to take part and keep going, as well as supporting the development of existing group runners.

England Athletics, through RunTogether, regularly speaks to Run Leaders. From this feedback we have identified that Run Leaders are seeking more localised support to help them sustain and grow their groups. The Run Leader Mentors are a team of experienced Run Leaders providing emotional, mental, and physical well being support to Run Leaders and group members.

Recent research identified the need to provide more localised support to newly qualified Run Leaders through the role of a Run Leader Mentor, and can be categorised under the following themes:

- 1 The most common reasons for anyone choosing to become a Run Leader centre around 'giving back' and 'supporting others'.
- 2 These motivations only continue to grow when Run Leaders start leading a group.
- 3 A proportion of Run Leaders also strongly agree that personal development is a key motivator, and this gets more important the longer a Run Leader has been active.
- 4 Socialising is also important for lots of our Run Leaders. This motivation becomes stronger the longer one has been a leader.
- 5 Generating an income is generally rejected as a key motivation.

Terms & Conditions

As part of the registration process for RunTogether, anyone wishing to have an account on the RunTogether website will be required to provide their personal details and ensure they have read the terms and conditions which can be found on the RunTogether website:

<https://runtogether.co.uk/website-terms-of-use/>

All Run Leader Mentors and Run Leaders will need to ensure they have read and accepted the Run Leader Terms and Conditions.

Run Leader Mentoring Benefits

The following provides a list of benefits for both Run Leader Mentors and Run Leaders:

Run Leader Mentors	Run Leaders
Training and induction into new role	Access to free support from experienced Run Leader Mentors
Regular support and advice from RunTogether central support team	Simple search and enquiry process on RunTogether website pages
Ongoing resources available to download on the RunTogether website	Regular contact time with dedicated Run Leader Mentor
Free Run Leader Mentor Toolkit	Access to local forums and networking events with other local Run Leaders

Run Leader Mentor Standards

The following are ESSENTIAL requirements for a Run Leader Mentor supporting Run Leaders:

- 1 Promote the values of RunTogether (Fun, Friendly, Supportive, Inclusive, Accessible, Safe).
- 2 Provide support and guidance in using the RunTogether tools (Website, Run Leader app) and promote the behaviours of Book, Check in and Run.
- 3 As a minimum, be in contact with your mentee Run Leader at least once per month.
- 4 Provide regular feedback to the RunTogether support team (via email support@runtogether.co.uk).



Top Mentoring Tips

Here are a few handy tips to consider when taking on a new mentee.

There is no set pattern or formula to follow!

- Each mentoring relationship will be unique.
- Find out what your Run Leader needs from you and work out together how you can best help them.
- Remember this is a short-term mentoring agreement, so use your time wisely and make your input relevant.
- All mentoring relationships will be different – but may involve:
 - Observing a session in their environment (but remember you are NOT assessing them!).
 - Them shadowing you in your run leading environment.
 - You suggesting ways to make their session even better or helping solve a problem.
 - Email follow up.
 - A second visit and further encouragement.

Listen, listen, listen!

- Establish rapport by asking plenty of questions about them and their group. Listen to the answers. Find out about them and what they are hoping to achieve.
- Be open in the way you communicate – this process is not about you giving them the benefit of your wisdom but about you helping them discover and hone their skills.
- Be open minded; you don't necessarily always know best. You need empathy in order to identify with them and understand their perspective; remember to listen to their opinions, it may be an opportunity to learn from them too.



Reassure them

- Reassure that it's about them and their contribution, use statements such as "what would you like me to do for you?", "how would you like me to help you?". You are not there to impose on them, you are there to help and support them be the best leader they can be.
- They might be feeling a little nervous, so help to make them feel comfortable, let them know how you were once in their shoes to help dispel any preconceptions of 'upper handedness'.
- Remember they are new volunteers and need encouragement and reassurance.

Agree a way of working

- Make sure you both agree on the level of support and your expectations from this mentoring relationship. Ensure you talk about mutual expectations; use the RunTogether mentoring agreement to make a record of your agreement.
- Agree your mutual boundaries, especially in terms of contact. Are you prepared to answer WhatsApp messages at 11pm? How often do you usually answer emails? Let them know.

Help them develop their skills

- Don't forget, you are not expected to know everything! You don't have to be a fountain of all wisdom.
- Remember that people learn in different ways – they might learn by observing sessions, by doing, or by reading. Encourage them to blend their learning experiences and discover what's best for them.

For additional information and support on leadership, mentoring and Coach Development Opportunities
www.englandathletics.org/coaching/development/



Mentoring Agreement

This mentoring agreement is to ensure that both Run Leader Mentors and Run Leaders understand and agree to adhere to the principles of the RunTogether Mentoring programme.

Contact Details

Run Leader Mentor Name

Contact number

Email address

Run Leader Name

Contact number

Email address

Agreement

A Run Leader Mentor agrees to:

- Promote the values of RunTogether (Fun, Friendly, Supportive, Inclusive)
- Support the Run Leader with advice and guidance in operating a RunTogether Group.
- As a minimum, be in contact with the Run Leader at least once per month
- Meet with each Run Leader to introduce and set goals, observe and feedback. Support will be flexible and fit with the demands on both parties
- Feedback to the central RunTogether team regularly via email support@runtogether.co.uk

A Run Leader agrees to:

- Arrange an introductory discussion with their Mentor
- Agree with the Mentor the best time and method for contacting each other, including ensuring contact details are accurate; understanding that the level of support/contact will be unique to your specific relationship, and therefore needs to fit with the demands on both parties
- Regularly be in contact with the Mentor
- Register themselves and their running group with RunTogether, ensuring that future sessions are advertised on the RunTogether website
- Agree actions with the Mentor and feedback on progress

Declaration

As a Run Leader Mentor, I understand and agree to the requirements of the programme

Signed

Date

As a Run Leader, I understand and agree to the requirements of the programme

Signed

Date

Please note: Either party can withdraw from the mentoring relationship at any time should either feel the relationship is not working out. Please feedback to the central RunTogether team if this should occur. All comments and feedback will be treated in strictest confidence.

Useful Contacts

The RunTogether support team are on hand to help you with any questions and queries.

We are keen to keep the conversations going and be on hand to provide additional support, with this in mind, our pledge to you is to provide:

1. An annual RunTogether Run Leader Mentor National Development Day
2. Preferential Partner Deals and Discounts
3. Access to ongoing CPD and Coach Development workshops / webinars
4. Quarterly Runtogether Run Leader Mentor virtual group catch up sessions
5. Monthly check ins from the RunTogether Support Team.

Contact a member of the team via email – support@runtogether.co.uk





RunTogether



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