



THE MOUNTAINEERS

Outdoor Leadership

Leading & Teaching
with
The Mountaineers



Welcome and Acknowledgement

- Kitsap Branch/Kitsap County WA
 - Historic Suquamish Lands
 - Named for Chief Kitsap (Ktsap)
 - Said to be the most powerful Chief in Puget Sound region from 1790 to 1845
 - May have gone aboard HMS Discovery (Vancouver)
 - Formed and led a confederation of Bands against the Cowichans (expedition was defeated)
 - Believed to be an Uncle of Chief Seattle



Responsibility

- Is what this course is about
- Is what you take on when you assume a leadership role
- Tasks you to be accountable not just for your behavior but for your thoughts and feelings as well
- Means that you have a higher standard of care than a regular member



SWBAT

- Students will be able to:
 - Understand characteristics of leaders and that leadership can be learned
 - Practice same
 - Understand and model Mountaineers' policies for equitable treatment of all members



Agenda

- Thursday, June 2
 - 7PM: Intro & Overview
 - 7:30-8:00 Leadership Principles & NOLS Model
 - 8:00-8:15 Break
 - 8:15-8:45 Mountaineers' Policies
 - 8:45-9:30 Case Studies



Topics

- **Leadership Principles**
 - Some Leadership perspectives – Gretchen, Ed, Bill
 - Courage
 - NOLS 4-7-1 Model
- **Mountaineers' Policies**
 - Member Privacy
 - Member Ethics
 - Legal
- **Group Facilitation**
 - Leader Roles
 - Communication
 - Working the website
- **Equity & Inclusion**
- **Teaching & Learning**
- **Feedback**
 - DLP (Describe/Label/Praise)
 - Constructive vs Critical
- **Case Studies**

- **Note on Teaching and Learning with the Mountaineers**



Leadership

- Shalikashvili: “Great leaders have three basic attributes: competence, care and character
- Rickover’s 5 Pillars: Integrity, Level of Knowledge, Questioning Attitude, Formality, Forceful Watchteam Backup
- Aristotle: “Leadership, among other things...is about dealing with fellow-citizens where each looks the other in the eye and says, you are part of my future, no matter how this turns out.”
- Paul Sullivan: “The basic requirements of leadership are: Trust your people to do their jobs. Treat people with respect and dignity.”



Leadership

- Maintaining the safety and well-being of your group
- Helping your group achieve its goal
- Helping to create a quality experience for the people on the trip
- Meeting the legal requirements of leadership



Perspectives from Us

- Gretchen
- Bill
- Ed

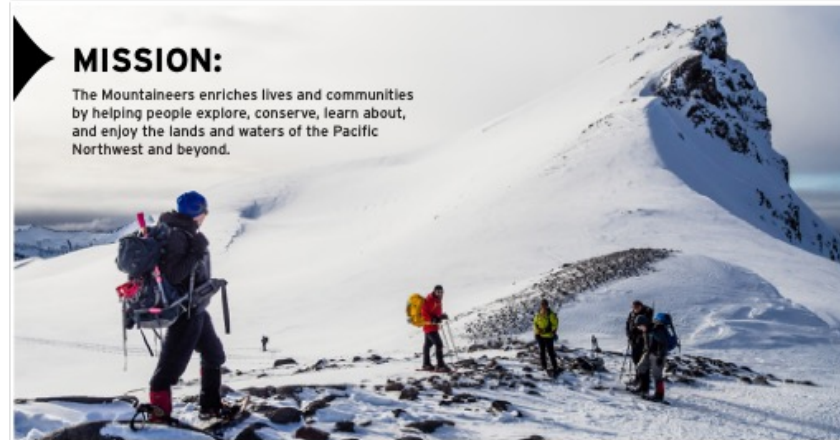


Courage

- Graham: “The confidence that helps you dig for inner calm, then...act.”
- Rickover: “To pursue your goals, or to satisfy your responsibilities, even though others stand in the way...”
- You: ?



The Mountaineers' Core Values



CORE VALUES:

<p>ADVENTURE We are bold explorers—driven by imagination, outdoor challenge, and the spirit of discovery.</p>		<p>EDUCATION We share knowledge—empowering others to safely and responsibly pursue outdoor activities.</p>
	<p>VOLUNTEERISM We foster connections—developing leaders who continue our legacy of outdoor education, integrity, and action.</p>	
<p>ADVOCACY We protect the outdoor experience—wild places depend on our powerful voice for conservation and responsible access.</p>		<p>COMMUNITY We provide opportunities for all—a diverse and inclusive outdoors inspires unity, respect, and passion for the places we love.</p>



NOLS Leadership Model

- 4 Roles
- 7 Leadership Skills
- 1 Signature Leadership Style

- GRETCHEN...



Mountaineers' Policies

- Tom Vogl:
 - One of our [Core Values](#) is Community. We provide **opportunities for all** because we believe a diverse and inclusive outdoors inspires unity, respect, and passion for the places we love. To be true to this value, our commitment to treating one another respectfully must be iron-clad. When we do this consistently, day in and day out, we build the kind of culture where all people feel safe and can enjoy outdoor experiences to their fullest.



Member Code of Ethics

- Case:
 - You are a basic climbing student and have admittedly struggled with the course, most notably your fitness on challenging trips.
 - You receive an invitation for a hike up Mount Baker that the leader states will enhance your ability to graduate.
 - Another person of your same sex/orientation received a similar email.
 - You check the profile of the sender and see they are a hike leader (not a climb leader). Does this matter?



Member Code of Ethics

- ...consistent with our mission and core values
 - Integrity
 - Alignment with mission and core values
 - Expectations
 - Learning Organization
 - Inclusiveness and Diversity
- Member Code of Ethics



Member Privacy Policy

- Email and personal information use:
 - 1 week after your successful Mount Ellinor winter scramble you receive an email from a person on that trip. All trip members are in the To: line.
 - Case A: Email is invitation for a trip to Mount Anderson in 2 weeks, a date that is open for you.
 - Case B: Email is offer to sell a backpack the person has decided is too large for them.
 - Case C: Email is request for contributions to their campaign for county commissioner.
 - Case D: Two people on the trip have “personal” profile. Does this matter?



Member Privacy Policy

- The member controls their own information
 - Public profile means the member shares contact information; Private profile = they do not
 - See Policy Document: [Member-Privacy](#)
 - Members shall not share...
 -



Prohibited Behavior Policy

- Problem behavior is any action that impacts another individual's safety or enjoyment of any Mountaineers activity...
 - Specifically prohibited are:
 - Discrimination
 - Sexual harassment
 - Other harassment
 - Retaliation against reporting members
 - Use of personal information limited here as well



Legal Protection for Leaders

- **If you are following Mountaineers' policies and leading within your level of skill and training, you are generally safe from any legal liability. (That is, Mountaineers' insurance will cover you.)**
- **Badge System – defines your skill level in The Mountaineers**



Difficult Conversations

- Let's work thru some on the Conversations in the handout provided in email last week.



Assignment for Next Week

- Finish the eLearning
- Create a trip using the website
 - Climbing trip since that is the permission you have for the course
 - Require leader permission; capacity 2 (Gretchen/me/Ed/Bill)
 - You choose the location from Routes/Places
 - State in the summary: “FOR TRAINING ONLY – NOT AN ACTUAL TRIP”
 - Once we have signed up for the trip, review the Roster information and DOWNLOAD ALL information
- We will review next week



Every day, at the end of the day you are a better person, or you are worse. And it's all up to you. – James R. Hogg, Retired Admiral, U. S. Navy

