Thanks for taking a Leader-in-Training (LIT) on you CMC hike. The Denver Group Safety and Leadership Committee has set some guidelines to help you advise and evaluate the LIT:

1. Before the hike:

   The LIT should plan for the hike by studying available resources and scouting the trip. Scouting close to the actual trip date will lessen the chances of any surprises. (An obvious trail in the summer disappears under a blanket of snow!)

   The LIT may prepare a map to the trailhead, if such directions are required. We encourage you and the LIT to discuss the management of the trip, perhaps by carpooling together to the trailhead.

   If possible, the LIT should get the trip list and a trip packet from the office (303-279-3080 x 2). Phone calls may be necessary to guests (if allowed on the trip) to assure they are prepared and equipped for the trip. You and the LIT may want to talk about how to evaluate members that must call the leader for permission to go on the trip.

2. The day of the hike

   The LIT will lead and be responsible for the conduct of the trip. You may or may not choose to be the rear leader. Generally, you, as the leader, will merely observe and evaluate the LIT’s leadership skills.

   Situations may arise that call for your immediate participation. Certainly, if the group’s safety is being compromised, you’ll need to set things right. Sometimes on-the-spot discussion is the most effective learning tool; for example, the importance of waiting at the stream crossing so that “tail-end Charlie (or Charlene)” doesn’t hurry to catch up and fall in. (You are still the leader of the trip with ultimate authority if there is an emergency, injury or incident.)

3. The final paperwork

   At day’s end, complete the trainee evaluation form. Here you can pass on useful suggestions and constructive criticism. The goal, of course, is to help develop the LIT’s personal leadership style, while stressing the importance of safety fundamentals. The LIT retains the form to include with their leadership application.

   If practical, have the LIT prepare the activity report and mail it to the office. Otherwise, explain the importance of the activity report to the LIT and handle its filing yourself. (Please be prompt.)

   Again, thank you for inspiring another new CMC leader!