



Mentor Pilot Training Program

The purpose of this program is to equip mentor pilots with an overview of the principles and practice of effective mentoring for trainee marine pilots. The course uses a mixed-methods approach of preliminary online pre-work, classroom teaching and practical simulations to equip the participant with the knowledge and skills to be an effective mentor.

**Course date:**

3-5 September, 2025

**Course Location:**

Australian Maritime College,
Newnham, Tasmania

Intended Learning Outcomes:

- 1 Develop a detailed map that unpacks the visible and hidden culture of your organisation or part of the organisation and describe how this supports trainees to thrive.
- 2 Understand the psychological principles that underpin the mentor-trainee relationship and how to get the best out of trainees.
- 3 Demonstrate effective debriefing of trainees following observation under a range of conditions within a simulated environment.

Classroom Sessions →

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Classroom Sessions

Day 1

Topic 1: Creating a Legacy – managing the culture that mentees arrive and develop in

Outcome: Participants will finish this session with a detailed cultural map of the current and future state of your organisation or part of the organization.

Sessions explored in this topic include:

- Sweep the sheds: defining what character means within your organisation. What does it mean to do the small things that need to be done?
- Go for The Gap: how are you changing your game? What do mentees need to know about that?
- Articulating purpose: why do you do what you do?
- Pass the ball: Managing and sharing responsibility.
- Create a learning environment: building skills in silence and listening
- Applying the no dickheads principle: connection, collaboration and collective approaches

- Embracing expectations: exploring failure, identifying stretch goals, connecting narratives
- Preparation: pathways from practice to mastery
- Pressure: how to teach and integrate attention and focus in difficult situations
- Maintaining integrity: linking honesty, integrity, authenticity and resilience
- Sacrifice: what does it mean to go the extra mile?
- What's in a word? How is language, motto, mantra or metaphor describing your culture?
- Ritual: what rituals/practices do you have that deepen the culture?
- Whakapapa: retaining corporate knowledge and handing the organisation on to the next generation

Making connections with other concepts Psychological safety; Calling the line; Building social capital; Interrupting dysfunctional momentum; safety culture; high reliability

Day 2

Morning

Topic 2: How to Win Friends (HTWF) and Influence Mentees – micro- skills in mentoring

Outcome: Participants will finish this session with a detailed understanding of the principles of HTWF and how this can be applied to mentoring contexts

Sessions explored in this topic include:

- Fundamental techniques in handling people Six ways to make people like you
- Winning people over to your way of thinking Being a leader: how to change people without giving offense or arousing resentment
- Using the AMC debriefing framework Strategies to recover psychological safety Supporting the mentee to use a reflective practice model
- Micro-expressions and body language

Afternoon

Topic 3: 7 Habits of Highly Effective Mentees

Sessions explored in this topic include:

- Why 7 Habits of Highly Effective People?
- The Covey framework: dependence, independence and inter-dependence.
- Being proactive
- Start with the end in mind
- Put first things first
- Think win/win
- Seek to understand, before being understood
- Synergise

Integrates principles of memory, workload, situational awareness, decision-making and communication, using PACE acronym of graded assertiveness.

Optional addition per participant: Human Synergistics: Lifestyle Inventory 1 (LSI 1) survey and one-on-one debrief

The LifeStyles Inventory (LSI) tool has helped millions of people understand and change their thinking and behavioral styles to increase their effectiveness. The LSI has been referenced in numerous books, blog posts, journals, and newspapers, including the Journal of Applied Psychology and The Wall Street Journal. LSI 1 (self description): Individual participants describe their thinking styles, personal effectiveness, and satisfaction at work and home and then participate in a 60 minute one-on-one debrief with Ben as an Accredited Human Synergistics analyst.

Day 3

Topic 4: Putting the learning into practice.

Outcome: Participants will put into practice the key skills associated with managing mentees and giving feedback both on-water and off-water.

We'll perform a minimum of 8 runs across the day.

Sessions explored in this topic include:

- Interrupting a trainee pilot during a pilotage and still getting a great outcome

- Applying the AMCS debriefing process
- Identifying and managing the 5 stages of grief during debriefing
- Using the question-funnel to target specific topics during debriefing
- Applying the principles of How to Win Friends and influence people in debriefs
- Connecting debriefs with effective habits