

KRI Aquarian Trainer Academy Mentor/Mentee Operating Agreement

Purpose

The Aquarian Trainer Academy has created this Operating Agreement as a support tool for the mentoring relationship. The purpose of this agreement is to enhance the success of Lead Trainers as they mentor and guide new Trainers-in-Training (TNTs) through the Academy and their development as trainers. This agreement allows each party to understand his/her **responsibilities and expectations in this relationship**; and it is designed to guide the mentor and mentee in an open and honest dialogue about the commitments required.

As the Mentor and Mentee prepare to enter into this Operating Agreement, they should review and confirm their understanding of the Competency Evaluation Form. The Mentee completes this form and then discusses it with the Mentor. This is a fundamental method for identifying current skill level and experience as well as identifying and establishing areas that need development. This process will assist both the Mentor and Mentee in creating and agreeing to a Development Plan.

Note: *It is important to recognize the nature of development is not necessarily based on the number of times through a Level One course or a specific length of time, but on the ability to develop and demonstrate the skills and knowledge to deliver the Teachings successfully to the students.*

Discussion Guidelines

Prior to signing the operating agreement, it is recommended that you discuss the following questions in order to clarify responsibilities and expectations for both the mentor and the mentee.

1. Have you agreed upon the key areas identified for development?
2. After considering your specific Level 1 program,
 - a) What are the mentee's primary responsibilities?
 - b) What new skills will be developed or strengthened?
 - c) Have any key topics been assigned for the mentee to teach?
3. Have periodic meeting times and goals (benchmarks) been established, (*i.e. periodic planning meetings, competency evaluations at the beginning and end of the course by mentor and mentee, Trainer team debriefings at the end of each session, etc.*) ?
4. Have you discussed any possible unspoken assumptions regarding expectations? Such as:
 - a) How long the mentoring process will last?
 - b) Whether there are expectations about opportunities for future training (such as expectations for joining the existing Trainer team, etc.)
5. What type of financial arrangement, costs/fees, or seva (energy exchange) are associated with this agreement?
6. Does the mentoring Lead Trainer have expectations above and beyond KRI's basic requirements? If so, be sure to discuss and note these expectations before completing the agreement. KRI supports the decision of Lead Trainers to require more than the basic KRI requirements.

Please send a copy of the signed agreement to KRI for the Academy records.

Mentor/Mentee Operating Agreement

MENTOR (Mentoring Lead Trainer)

Role: Provide advice, consultation, resources, & mentoring support at Intern and Associate level.

Responsibilities: (not limited to just these responsibilities)

- Provide orientation to the KRI Aquarian Teacher Training Academy for new TNT applicants.
- Assist TNT in identifying and developing the required competencies along with ideas on how to build and improve both personal and technical skills.
- Establish a development plan for the TNT and provide guidance.
- Assist TNT in identifying development resources that will help him/her grow as a teacher trainer and address any issues encountered.
- Share lessons learned and best practices with TNTs.
- Provide on-going support and encouragement to TNT.
- Observe the mentee teaching.
- Meet regularly with TNT (e.g. periodically during the Level 1 training course).
- Document TNT accomplishments, challenges, and successes (as part of their post-program competency review).
- Maintain confidentiality of information shared in mentoring sessions based on boundaries established by TNT and KRI.

MENTEE (Intern and Associate)

Role: Actively participates in the KRI Trainer Development Program through participation in the delivery of multiple Level One Training courses and regular meetings with the Mentoring Lead Trainer.

Responsibilities: (not limited to just these responsibilities)

- Commit to full participation in the KRI Aquarian Academy Trainer Development program
- Required to attend all sessions of the first Level 1 program they participate in at intern level. After the first full cycle, discuss with your Mentoring Lead Trainer what his or her expectations will be concerning attendance.
- Commit to participating in regular (e.g.. quarterly) reviews, including assessment of competencies
- Work with Mentoring Lead Trainer to identify education/training resources and development opportunities for professional growth.
- Actively pursue goals and objectives identified with the assistance of the Mentoring Lead Trainer.
- Inform Mentor when barriers or problems to progress arise.
- Engage in regular meetings with Mentor (at least once a month during the Level 1 training program).

Financial Agreement

[Insert any fee arrangements here]

Additional Requirements (beyond KRI guidelines)

[Insert any additional expectations here]

I have reviewed and understand the essential functions of my role and I agree to uphold this operating agreement. KRI is available to support the resolution of any issues between the parties in this agreement.

Mentoring Lead Trainer

Name: _____ Signature: _____

Date _____

Mentee

Name: _____ Signature: _____

Date _____

Mentee's Current Level within the Academy _____