

## **IAM Lincolnshire Observer Development Report 2018/19**

The IAM Lincolnshire group is very proud of the quality of its group of talented, and dedicated, volunteer observers. Without them there would be no IAM Lincolnshire.

### **New Observers**

We are delighted to have gained 7 new volunteers observers (including 3 from Boston) through the last year, most of whom have received training to develop their skills so that they can be signed off with a Local Observer qualification.

We also then encourage, and support, our observers to progress to the National Observer qualification.

Training of new observers is conducted by Roger Hicks, chief observer, Ashley Behan, group secretary, and Richard Hardesty, who reports to the committee as our training officer.

### **Ongoing Observer Development**

We held an observer development day in October 2018 which refreshed our observers' knowledge of the associate journey, along with other key aspects of being an IAM RoadSmart volunteer observer.

The day included a paired drive to encourage cross sharing of best practice which included roleplay.

Each volunteer took turns to be either an observer or an associate.

One associate videoed their drive and have shared it on our IAM Lincolnshire YouTube channel.



IAM Lincoln Observer Development Day - Paired Drive - Spoken Thought Practice

We were grateful of the time observers gave up their time to participate.

### **2019/20**

We will finalise our 2019 Observer development plan at our next Committee meeting, which is currently in draft format – following which it will be implemented.

The draft plan includes ongoing assessment of our observer development requirements combined with proposed 1:1 training, observer development events and the creation of a geographically based observer buddying system.

Report by **Richard Hardesty – Training Officer 21<sup>st</sup> May 2019**