

ABE'S ARMY LEADER TRAINING

Abe's Army Commitment

- Work out weekly logistics behind the scenes such as blog announcements, solving group rotations, etc.
- Provide water in designated areas. Further discussed regarding water is addressed in the leader roles.
- Be available for questions and work with leaders on a one-on-one to solve individual issues or recruit rotation.
- Be available for emergencies with a car, if needed.
- Provide training log.
- Provide shirts to leaders and recruits.

Individual Group Leader Commitment and Responsibility

- Group leadership, recruit instructions, and the well being of all recruits is each leader's priority for 12-weeks while working as a leader in Abe's Army.
- Monday nights during Abe's recruit training IS NOT the time for leader training.
- Leaders can arrive early, stay late, or choose another evening to train. DO NOT use Abe's Army for your personal training schedule.
- Attendance is a MUST to have a successful program. (75% to receive free entrance into the Abe's Amble Race)
- Your recruits count on your leadership, advice, and dedication each week. Be considerate and true to your commitment. Please do not be a "no show" or leave your group leaders hanging with last minute "no show" call.
- Group leaders must identify and commit to their "duties" for the group that they are leading.
- It is not one leader's role to do "all" for the group. Share the responsibility and come up with a game plan.
- Team leaders can rotate their duties within their group. Leaders make your group work like a well oiled machine and bring your plan forth to the recruits.

Life Threatening or Non-Emergency Information

- **Emergency** - At least one group leader should carry a cell phone in case of an emergency.
- Do not hesitate to call 911 if it is a life threatening emergency. Directly after contacting 911, contact Diana Nevitt.
- **Assistance** - Contact Diana Nevitt for any type of needed assistance or car transport.

Group Leader's Communication Suggestions

- Remind recruits that the SRRC website is the official information site for any updates; i.e. run cancellations due to inclement weather. SRRC.net – Abe's Army Announcements
- Leaders can request a link to their personal blog from the official Abe's Army site. Contact Anne Baker. (abaker@cmtengr.com)
- Discuss best communication method within each group. Group's dynamics differ so the means of communication may differ.
- Leaders stay in touch with your recruits. Below are a few suggestions that have been shared by previous group leaders.

- ✓ Get to know recruits first name during your weekly runs. It is important for the group to know other members of the team and their leader's names. Break the ice with a few "running games". This may sound silly but it WORKS. See game plan handout for suggestions.
- ✓ E-mail recruits either through a blog that you set up or via-email blast for the latest updates.
- ✓ Call or e-mail those recruits "missing in action". The leaders may be unaware of an issue keeping the recruit away from Abe's or the recruit may need a little TLC.
- ✓ Voice encouragement. Compliment recruits on their progress.
- ✓ State mileage covered and mileage to be covered in the upcoming week. This is a positive reinforcement. Remember the day when you covered one block, the first half mile or even your first mile. This was exciting and you couldn't wait to tell someone. This is where your recruits will be during the training. Every step is an accomplishment.
- ✓ Give recruits weekly running "homework" to prepare for the next Monday's group run.

Route Information

- Enforce the rules of the road. Travel in single file, yield to traffic, and run toward on-coming traffic.
- It is NOT mandatory to stay with the training courses offered in the training blog.
- Leaders can create their own routes to fit the running/walking distance of their recruits. The weekly distance should reflect your groups specific training needs/schedule based on the group's ability and long-term goals.
- Abe's Army training is designed to build endurance. To increase distance us the running rule of thumb – do not increase distance more than 10% a week.
- It is best to build from a small running base and slowly increase mileage.
- Leaders can plan their own routes using the designated starting and ending points from either Lincoln Park or the Fairgrounds. It is important to build the Abe's Army spirit so we ask that you stay to our Monday night meeting areas on the specified dates. Refer to the running dates schedule in the log.
- Leaders planning their course from either Lincoln Park or the Fairgrounds MUST supply water for their group if the route bypasses the two designated water stops. This task can be rotated between group leaders.
- Creating your own routes adds variety and spice to your weekly runs. Remember how fun it was to say that you ran from here to there? Mix it up and keep it interesting.

Group Team Building

- For those who love to use a blog as a communication medium, build a team blog site and place recruits and leaders pictures on the site. This site can also be used for weekly training mileage.
- Reinforce recruits attendance and hard work by re-stating the night's goals and accomplishments.
- Remove as much fear of failure as possible by positive reinforcement and weekly training suggestions such as how to hydrate, how to stretch, nutrition tips for before and after runs, breathing techniques, tips on hill running, tips on how to run downhill. New runners and seasoned runners as well love to hear others stories.
- Share stories of what works best for you as an "experienced" runner later in the training. New and seasoned recruits want to know where you've been and how you got to where you are today -- Don't go overboard. Keep it pertinent to the training at hand.
 - ✓ What distance was run?
 - ✓ Report at the end of the evening the distance the group ran.
 - ✓ It is best to encourage 100% attendance and accountability. It is surprising that each of us are more apt to attend an event (even exercise) when we know that someone "cares" if you are not going to be in attendance. This is true even if be paid "big money" to participate in an event.

- ✓ Types of communication: E-mail recruits either through a blog or via-email blast. This might include calling or e-mail recruits who didn't show up. It's helpful to include mileages and route on the blog or e-mail so people who have missed the training can possibly make it up. Adding photos is always appreciated. This duty can also be rotated or several leaders can participate.

Recruits Responsibility

- Individuals are responsible to build on their weekly training away from the group.
- A suggested off day running schedule is to run every other day. Monday - group run, Wednesday - individual or with a buddy run, and Saturday - long run (better to run with a buddy or small group). The every other day allows your muscle "recovery" time which is a very important step and one often dismissed.
- For beginners, if you can fit in cross training that is great, but DO NOT try to do too much and become overwhelmed. Your first priority and commitment is to establishing your running techniques.
- It is suggested that they incorporate their long run on Saturday and leave Sunday a day for muscle recovery.

Group Dynamics

- Leaders need to mix with the recruits during each run. A tried and true method is to have a leader at the front of the pack, a leader in the middle of the pack, and a leader to bring up rear of the pack. These positions should be rotated each week for socialization.
- Leaders try to add character to your training nights. Review the "Game Plan" and see if any of these suggestions might be helpful.
- Leaders – recruits are looking for direction and guidance. It is your duty to deliver in a positive and information manner.
- Bottom line is to have fun and share your knowledge. We all have something to offer.

Words of Encouragement

- Start with nightly training with a few words of wisdom.
- Give words of encouragement. We all have bad days and you may be the one that just brightened up a person's day.
- Be positive.
- Give out training tips as you run. Some of these can be on hydration, nutrition, clothing, or even the use of body glide. New recruits value your suggestions – you've been around and they have not.

Race Encouragement

- Encourage your recruits to participate in one race prior to Abe's Amble like the Scholastic Challenge or Women's Distance Festival (sorry, women only).

Have fun, stay safe, and enjoy the recruits,

Sincerely,

The Abe's Army Committee