

Program Guidelines

The Enhanced Female Mentorship Program provides support and development opportunities for high-performance women coaches during the year-long program. With the support of Sport Canada funding and the federal government priority of gender equity in sport by 2035, the Coaching Association of Canada developed and added the Enhanced Female Mentorship Program to its existing Women in Coaching program in 2020.

Program Goal

Support and develop high-performance women coaches in the sport community, including within colleges and universities.

Program Objectives

- Support the leadership development of selected female mentee coaches
- Support mentors through a community of practice
- Build a network of women mentor and mentee coaches
- Build capacity in the sport community

Eligibility Requirements

Mentor Coaches

- Extensive experience coaching at the college, university, or national team level
- Experience participating in a mentorship program
- Currently obtain Chartered Professional Coach designation or Registered Coach License

Mentee Coaches

- Experience coaching in a high-performance sport environment
 - High-performance is inclusive of post-secondary, national or provincial level team involvement, and/or NCCP Competition-Development certified
- Currently obtain and/or pursuing [Registered Coach license](#) or [Chartered Professional Coach designation](#)
 - Must obtain by May 31, 2021

Program Activities

The Enhanced Female Mentorship program is comprised of three development components: One-on-one Mentoring, Formal Learning and Informal Learning. All activities will be delivered virtually and are free to program participants.

One-on-one Mentoring

Mentee coaches will be matched with a Mentor coach, who they will work with throughout the program. Mentee coaches will create a professional development plan, and work with their mentor coaches to achieve their goals. Mentee coaches will meet with their mentor coach a minimum of once per month.

Formal Learning

There are two types of formal learning events within the program: Mentee Training Workshops and Professional Development sessions. The Mentee Training Workshops is a pilot training program that will prepare and provide support to the mentees at the beginning of the program. The workshops will use the Female Coach Mentorship Model to guide the mentee. The training program will be evaluated by a research team. The Professional Development sessions will provide an opportunity for the program participants to learn from experts and guest speakers on specific topics related to coaching and leadership.

Informal Learning

There will be opportunities for the program participants to network and build connections through an online platform and informal virtual sessions.

Program Schedule: May 2021 – March 2022

ACTIVITY	DATE
MENTEE-MENTOR: 1ST MEETING	May 19 – May 25
PROGRAM KICK-OFF	May 26, 2021 @ 7 PM ET
MENTEE TRAINING: WORKSHOP 1	June 15, 2021 @ 7 PM ET
MENTEE TRAINING: WORKSHOP 2	July 6, 2021 @ 7 PM ET
MENTEE TRAINING EVALUATION	Week of July 12
MENTEE-MENTOR MEETINGS	June 2021 to March 2022 (minimum of once per month)
PROFESSIONAL DEVELOPMENT SESSION 1	June 2021
PROFESSIONAL DEVELOPMENT SESSION 2	August 2021
PROFESSIONAL DEVELOPMENT SESSION 3	October 2021
PROFESSIONAL DEVELOPMENT SESSION 4	December 2021
FINAL EVALUATION	March 1 – 31, 2022

About Mentorship

For more information on mentorship, check out the [Female Coach Mentorship Model](#) and these supporting resources:

Overview of
Mentorship

Assessing
Readiness -
Mentees

Roles and
Responsibilities
- Mentees

Assessing
Readiness -
Mentors

Roles and
Responsibilities
- Mentors