



BUILDING AN EFFECTIVE MENTORSHIP PROGRAM

Mentorship is a strategy used within various domains to support personal and professional development. Before committing to host a mentorship program, it is important for an organization to understand their role and the factors that will structure the program for success.

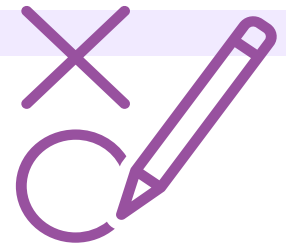
Consider the following questions as you develop your mentorship program:

- ✓ Do I understand my roles and responsibilities at each stage of the mentorship program?
- ✓ What are the organizational goals and expectations for the program? Will participants have any input on their own expected outcomes at the end of the program?
- ✓ What is the best way to recruit and match coaches to meet the needs of the program and of the participants?
- ✓ What information and resources should I provide to potential participants during the recruitment process?
- ✓ How will I fund the mentorship program?
- ✓ How will I facilitate mentee and mentor training during the program?
- ✓ What are the next steps after the program has finished?



Facilitating the Matching Process

Recruiting mentor and mentee coaches and matching them are two important steps in developing your mentorship program. Consider the questions below as you determine the best process for the specific needs of your program:



- Do I have enough mentor and mentee coaches to match one-to-one?
- Will I generate the pairs and then notify the coaches of their mentor(s) or mentee(s)?
- Will mentees choose their mentor(s) based on their own set of criteria?
- If mentors and mentees are allowed to form their own pairs, how will I ensure this is done in a timely fashion and that no coach is left out of the process?
- Is there another way to consider matching coaches other than one-to-one?

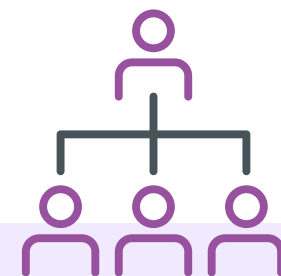
Potential Forms of Mentoring



MENTOR-MENTEE DYAD

Match mentees and mentors one-to-one

Ideal when: you have an equal number of mentees and mentors and can facilitate a deliberate, random, or self-selected matching process.



GROUP MENTORING

Match one mentor with a small group of mentees

Ideal when: you have more mentees than you do mentors and you would like to facilitate a team environment in your program.



TEAM MENTORING

Match several mentors with small groups of mentees

Ideal when: you have an odd number of mentees and mentors, and have multiple mentors with expert knowledge and experience you would like all mentees to have equal access to.



PEER MENTORING

Create a group of mentees who will mentor one another

Ideal when: you have a group of motivated mentees with coaching expertise and unique experience that can benefit one another's learning and development.

Check out the [Female Coach Mentorship Model webpage](#) for more tips and tools to support your mentorship program!

The Female Coach Mentorship Model was developed in partnership with Canadian Women & Sport.