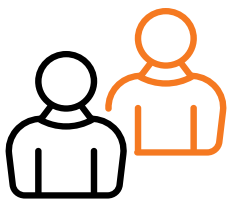




MENTORSHIP FOR COACH DEVELOPMENT



What Is Mentorship?

Mentorship is a relationship in which advice, information, guidance, support, or opportunity are offered from one person to another for personal and professional development.

A mentorship relationship involves four basic elements:

- Acquisition of knowledge
- Support and assistance for career development
- Direct interaction
- Mutual benefits for mentee and mentor



Why Is Mentorship Important?

The benefits of mentorship are significant for everyone involved: the mentees, the mentors, and the organizations that support them.

Benefits for mentees:

- Increased learning, motivation, confidence, and productivity
- Greater career mobility (and compensation)
- Increased personal and career satisfaction
- Decreased feelings of isolation
- Enhanced social support and professional network

Benefits for mentors:

- Renewed sense of commitment to the job
- Stimulation of new ideas
- Continuous learning and career development
- Enhanced leadership skills
- Satisfaction of giving back to the coaching community

Benefits for sport organizations:

- Attraction of new coaches
- Development and retention of high potential talent
- Loyalty and commitment from coaches
- Reduced turnover
- Increased productivity

Key Stages to Mentorship

There are six stages in a successful mentorship program. All participants should understand their roles and responsibilities in each stage of the program.



ASSESS READINESS

- Understanding what the mentorship involves
- Consideration of fit for mentoring
- Determination of motivations for engagement



PREPARE

- Self-assessment and awareness building
- Training on how to be an effective mentee/mentor
- Connecting mentees and mentors



SET THE STAGE

- Vision and goal setting
- Clarifying roles of the mentee and mentor
- Developing a mentoring plan



DEVELOP TOGETHER

- Implementing the mentoring plan
- Regular check-ins
- Ongoing reflection and assessment



WRAP UP

- Assessing goal achievement
- Sharing of success with others
- Celebrating success and the mentorship experience



EVALUATE AND PLAN

- Evaluating effectiveness of the mentorship
- Planning next steps in career advancement

Visit the [Female Coach Mentorship Model webpage](#) for additional information and resources!

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