

PRE-MODULE: Mentoring the Young Coach

The purpose of this pre-module is for both the mentor and mentee to gain knowledge and understanding of the role of a mentor, the benefits of gaining a mentor for both the mentor and mentee as well as to provide some tips on how to build an effective mentor-mentee relationship. Finally, guidelines for monitoring the mentor-mentee partnership will be provided as well as for how the REPLAY mentoring program will work in the coming months.

What is Mentoring?

*Mentoring is not a new activity and some consider it to originate in Greek mythology
"Mentor" being a trusted advisor or friend" (Galvin, 2004)*

Coach mentoring can be considered a *formal* or *formalised informal* process that allows a less experienced coach to learn, grow and develop. It is also defined as "one to one support of a novice or less experienced practitioner (mentee) by a more experienced (mentor), designed primarily to assist the development of the mentee's expertise (Hobson, Ashby, Malderez, & Tomlinson, 2009, p. 207). The purpose is to help raise knowledge, by providing learning and development opportunities to facilitate improvements in current skills and competencies. Within this project the young coach (i.e., the mentee) will have opportunities to explore a range of skills and strategies which can help to improve their effectiveness.

*Behind every successful person,
there is one elementary truth:
somewhere, somehow, someone
cared about their growth and
development. This person was
their mentor (Kaye, 1997)*

This requires a process of interaction where the intention of helping a less experienced coach to improve is facilitated through guidance, encouragement, data and feedback. The mentor will learn to appreciate the satisfaction gained from another's development and success. Below we outline some of the key benefits of mentoring for both the Mentee and Mentor.

What are the Benefits of Mentoring for the Mentee and Mentor?

Advantages of Being a Mentor	Advantages of Having a Mentor
<ul style="list-style-type: none">• An opportunity to develop key coaching related skills such as listening, questioning and providing feedback• An opportunity to share your own knowledge and experiences• A motivational experience• An opportunity for self-reflection• An incentive to work on your "toolkit"	<ul style="list-style-type: none">• An opportunity to develop key coaching related skills and techniques• An opportunity to receive personal feedback and guidance from an expert• An opportunity to build confidence• An opportunity to develop and understand personal coaching beliefs and philosophy• An opportunity to develop self-reflection skills

Working Together: Building an Effective Mentor - Mentee Relationship

It is not uncommon that a mentor (i.e., the experienced coach) will have their own preferences and values about what they believe is suitable for them, for other coaches and for the athletes. Most decisions and approaches to coaching will align with one's fundamental beliefs. However, a mentor's role is to also try to understand the position of the mentee (i.e., less experienced coach) and to support them in the decisions they make and how they may wish to also carry out their coaching tasks. In the first meeting get to know each other's backgrounds, experiences, likes and dislikes and be prepared to be flexible and open to new ideas. Remember that your mentor is a voluntary mentor which means that they do not get paid and are doing this to support you in their free time. Appreciate it and be ready and prepared for your meetings.

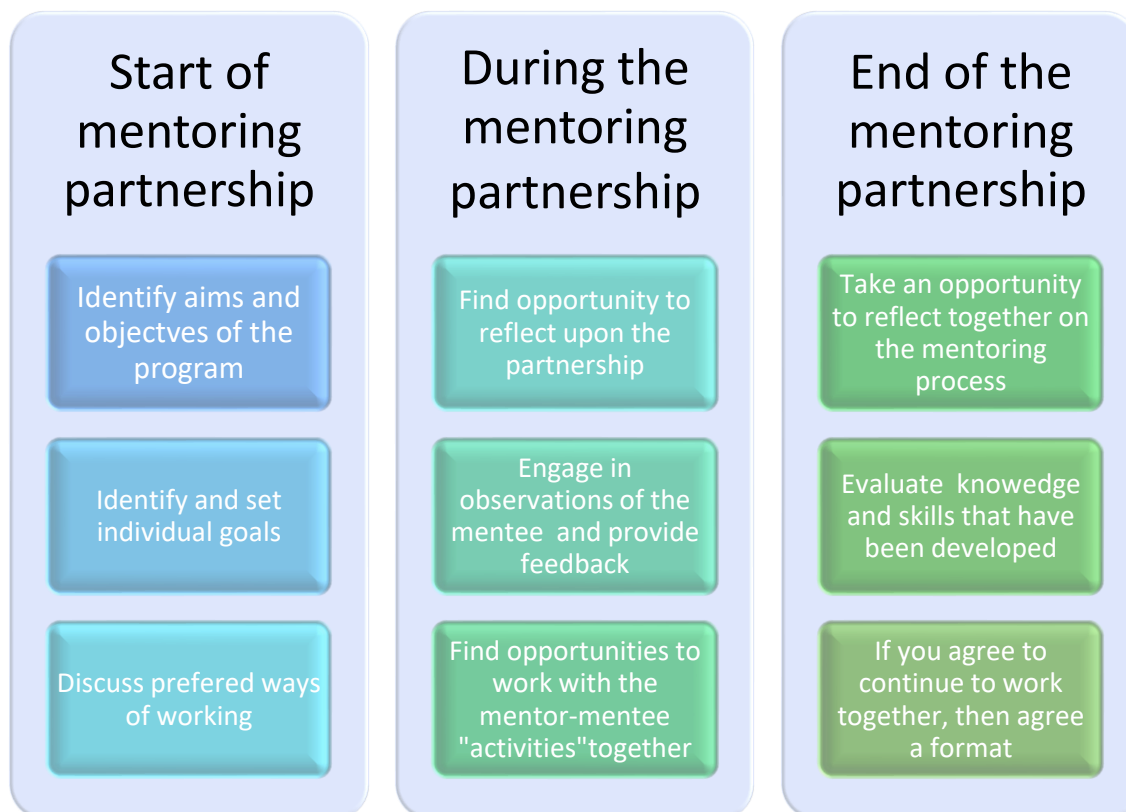


Top Tips for Building an effective Mentor-Mentee Relationship

- Clear roles and responsibilities should be established between mentor and mentee together
- Set goals together and agree on clear aims and objectives and ways of working
- Build rapport, trust and respect towards each other. Ensure confidentiality
- Openness and honesty are key! Be prepared to be brave
- Communication should take place in a trusting environment Discuss where that might be
- Listen and be prepared to provide honest feedback
- Take time to understand the mentee such as their learning preferences and styles

Monitoring and Evaluating your Mentoring Relationship

It is important that you continually monitor and evaluate your mentor-mentee relationship throughout this program to ensure it is progressing and that the aims and objectives of the partnership and program are being met. Below we provide recommended steps that can be taken to effectively manage the mentoring relationship.



How will the REPLAY mentoring program work for both the mentor and mentee?

Once your mentor-mentee relationship has been established, we suggest you follow the recommendations

1. Mentors should meet and discuss the aims and objectives of the program, set individual goals and discuss preferred ways of working.
2. Each module within the mentoring program should last for 2 weeks?
3. Mentors should meet and decide the best modality to optimize time and goals; the duration should be minimum once every two weeks.
4. Work through the module and mentor-mentee activities and discuss together the discussion questions provided in the module.
5. Mentor to be available via telephone/email at convenient times. This should be discussed together.