POWERING PODIUMS™

HP Coach Recruitment and Mentoring

Wednesday 15th April, 2020
MY JOURNEY.....
MY JOURNEY…..
MY JOURNEY.....
MY COACHING PHILOSOPHY…

Everyone is an athlete,…

and every athlete is a potential Olympian / Paralympian.
-Responsibility, Respect, Personal Best
MY MENTORS...
BC GAMES COACH MENTORSHIP PROGRAM
2020 BC GAMES
The BC Games Coach Mentorship Program Goals:

1. Support PSOs in targeted coach development, through mentorship,
2. Build capacity in coaching leaders in BC, by increasing their confidence and competence to act in mentorship roles, and;
3. Introduce a basic mentorship model in sport, that could be used for to develop a variety of roles
Main Elements of Mentorship

• Focus on knowledge acquisition;

• Support and assist with career development;

• Mutually beneficial for mentee and mentor;

• Involves direct interaction

Reference: Berk et al., 2005.
Benefits of Mentoring?

• For the Mentor;

• For the Mentee;

• For the Organization;
Program Benefits:

COACH MENTOR

- Enhanced mentorship skills.
- Personalized development plan, with the support of a Master Mentor.
- Free participation in NCCP multi-sport courses.
- The opportunity to help develop more sport-specific coaches.
- Full coach accreditation at the BC Games with travel, accommodation, and meals provided.
- Opportunity to play a leadership role in the BC Games Guide to the Games (G2G) sessions and help athletes, coaches, and parents prepare for the Games.
- Potential to receive NCCP PD points towards maintaining their NCCP certification
Program Benefits:

MENTEE / APPRENTICE COACH

- A multi-sport Games experience.
- Enhanced coaching skills.
- Full coach accreditation at the BC Games with travel, accommodation, and meals provided.
- Potential to receive NCCP PD credits towards maintaining their NCCP certification (if applicable).

PSO

- Capacity building by building a coach development leader.
- Experience in participation in a coach mentorship model, which could be modified and replicated within the sport.
- Succession planning through providing future BC Games coaches with the opportunity to attend the Games and learn.
- Assist with succession planning for zone coaches.
The BC Games Coach Mentorship Program structure:

• Master Mentor contracted by viaSport to provide support to sport specific mentor coaches,

• Triad model, (organization, mentor, mentee) - whereby PSOs identify a Coach Mentor, assigned to work with one or more apprentice coaches or selected zone coaches leading up to and during the BC Games;

• MM, CM, and PSO meet to create a personal development plan for the Coach Mentor, and; cont’d
The BC Games Coach Mentorship Program structure:

• MM, CM, and PSO determine how they can best support the assigned apprentice coaches or BC Games zone coaches, based on the need of the sport.
• Throughout the remainder of the program, the Master Mentor will have regular check-ins with the Coach Mentor to provide ongoing support and resources.
The BC Games Coach Mentorship Program scenarios:

• CM directly supports an Apprentice Coach who is attending the BC Games as part of this Program.
  – Coach Mentor and Apprentice Coach may be in addition to the sport’s technical package.

• CM supports one or more specific BC Games zone coaches (that are allocated within the sport’s technical package).
  – The Coach Mentor is in addition to the sport’s technical package. All coaches supported by the Coach Mentor are already included in the sport’s technical package.

• A combination of the above.
Program Criteria:

**Mentor Coach**

- Must be a resident of BC.
- Must be an experienced coach, capable of acting in a mentor capacity.
- Should not be a designated as a Zone Head Coach for the 2020 BC Summer Games.
- Must be NCCP certified in line with the [sport's technical package for the Games](#). At a minimum the Coach Mentor must be certified at the Head Coach Level specified in the sport’s technical package.
- Must have completed [Respect in Sport – Activity Leader](#) (prior to the start of the Games).
- Must have completed [NCCP Mentorship](#) Module (prior to the start of the Games).

**PSO**

- Must be a sport in the 2020 BC Summer Games – [see list here](#).
- Must be a sport in good standing with viaSport.
- Must have signed the [Responsible Coaching Movement pledge](#).
Program Timelines

• March 31  PSO Applications Closed
• April 8    PSOs Notified
• April 15   Welcome Webinar (between Master Mentor and all Coach Mentors)
• April 20-30 Master Mentor meets with each PSO and Coach Mentor to co-create Personal Development Plans and Plan to Support Apprentices
• June 22  BC Games Registration Deadline
• July 6-15 BC Games Guide to the Games (G2G) Sessions (Exact dates TBD)
• June 15  Deadline for Coach Mentor and Apprentice coach (if applicable) to complete Respect in Sport – Activity Leader Training, NCCP Mentorship Module, Making Ethical Decision (MED) evaluation and all other required training
• July 23-26 2020 BC Summer Games in Maple Ridge
• August 15 Deadline for submitting Post-Games Feedback Survey

*Dates are tentative
Program Success

• What does success look like?

• How will we know that we have been successful in our collaboration?
Program Key Performance Indicators:

1. Participant Engagement
   - # Coach Mentors & PSOs
   - Coach Mentor goals set & achieved for self & mentee
   - Participation in Coach Mentor welcome webinar
   - Track completion of NCCP Mentorship.

2. Program Satisfaction
   - mentor, apprentice and PSO survey responses

3. Participant Learning
   - Assess increased levels of confidence and competence of Coach Mentors in their roles

4. Diversity and Inclusion
   - # of underrepresented individuals targeted through this program
## PROGRAM OUTCOMES / RESULTS

### 1. Participant Engagement

<table>
<thead>
<tr>
<th>Sport</th>
<th>Introductory Webinar</th>
<th>NCCP Mentorship Training Module</th>
<th>Guide to the Games</th>
<th>Coach Mentorship Goal(s) set / achieved</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alpine</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>Curling</td>
<td>Yes</td>
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<tr>
<td>Judo</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No / Unsure</td>
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<tr>
<td>Judo</td>
<td>No</td>
<td>Yes (2nd session)</td>
<td>Feb 12 - online</td>
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</tr>
<tr>
<td>Rhythmic Gymnastics</td>
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<td>Yes</td>
<td>Feb 12 - online</td>
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<tr>
<td>Ringette</td>
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<td>Yes</td>
<td>Feb 4 - online</td>
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</tr>
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<td>Speed Skating</td>
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<td>Yes</td>
<td>Feb 4 - online</td>
<td>Yes</td>
</tr>
<tr>
<td>Wheelchair Basketball</td>
<td>No</td>
<td>Yes</td>
<td>Feb 5 - Langley</td>
<td>Yes</td>
</tr>
</tbody>
</table>

| % participation | 50% | 63% | 63% | 88% |
PROGRAM OUTCOMES / RESULTS

2. Program Satisfaction
   – TBC

3. Participant Learning
   – 2020 BC Winter Games Coach Mentor Welcome Webinar – October 22,
   – BC Games NCCP Mentorship training via online delivery - January 9 & 16;
     and,
   – BC Games Guide to the Games sessions – Feb 4-12.

4. Diversity and Inclusion
   – Five of eight (or 63%) of the participants were female.
PROGRAM OUTCOMES / RESULTS

Mentorship Program - FTE (October – February // 5 months)
- 6 x 30 min meetings / PSO Mentor ~ 6 hrs / coach (48 hrs)
  - Initial, 4xmonthly, de-brief
- Selection process (develop criteria, review applications, inform) ~ 2hrs
- Welcome webinar (prep, execute, de-brief) ~ 3 hrs
- NCCP Mentorship Module ~ 6 hrs
- @ Games ~ 40 hrs
- Final report ~ 2 hours

Total Master Mentor Hours = 100
OVERALL IMPRESSIONS & RECOMMENDATIONS

• Participant Engagement
  – Webinar format very positive
  – Must record for future viewing

• Program Satisfaction
  – Largely driven by relationships, and understanding of individual sport culture (EQ).

• Participant Learning
  – Mentors and Mentees demonstrate commitment to personal growth (depth and scope)
  – Influenced by, and evidence based Initial assessment of goals, and learning plan

• Diversity and Inclusion
  – Leverage co-partnered programs (i.e. women in coaching, Aboriginal Apprenticeship, FACE)
Key Mentorship Resources

• **CAC Women in Coaching Mentorship Guides (x 3)**
  – Personal Development Plan (pp 39 & 40 CAC Mentor Guide)
• **NCCP Mentorship Module**
• **Event / Competition debrief template**
• **Coach professional development template**
• **CSI Pacific Athlete and Coach Services - Registration**
CSI Pacific - Institute Advantage

NSO Performance Solutions
Enhanced Excellence Stewardship
NextGen PSO Performance Solutions
Athlete Coach Services

Programs and Benefits
- Coaching (ACD & UBC Masters)
- RBC Training Ground / PODIUM SEARCH™
- Athlete Advance / Speaker Series
- Powering Podiums
- Canadian Sport School
- Game Plan
The 6.75-hour Mentorship module is designed to prepare individuals to step into their role as a mentor with clarity of purpose, and confidence in their actions. The training reaffirms and strengthens their abilities and skills as a mentor, while expanding upon the mentor’s knowledge of the mentoring process. Completing the training will provide the mentor with standards and protocols for the implementation of mentoring within their coaching community.

By the end of the training, the mentor will:

- understand the concept of mentoring;
- understand the process of cognitive coaching;
- acquire and perform the communication skills required to be an effective mentor; and
- utilize the 3 steps of the mentoring process.

Training will include small group tasks, discussions, and debriefs. The emphasis will be on practicing the communication skills required of a mentor.
ANY QUESTIONS?

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