Powering Podiums
HP Coach Recruitment and Mentoring
Wednesday 15\textsuperscript{th} April
Adobe Connect housekeeping

The session works best if you;

• Stay muted unless speaking,
• Raise your hand to speak,
• Use chat box for any questions, or for sharing comments when others are speaking

• Session will be recorded for later viewing/referencing.
Todays Schedule

• 12.00pm Setting the Scene Andrew Latham CSI Pacific
• Recruitment and Mentoring

• Shaun McGuinness Basketball BC
• Basketball BC Coach Mentorship Program

• Kurt Innes CSI Pacific
• BC Games Coach Mentorship Program
Shaun McGuinness
Basketball BC

Over 30 years of coaching basketball at all levels, with extensive coaching experience at the University and Provincial team levels. Shaun is the Manager of Basketball B.C High Performance Program and oversees Coaching Development and Education. Shaun is also an Assistant coach with U.B.C. Women’s program.

Shaun is a NCCP Master Coach and holds a Master Coaching Developer designation from Canada Basketball. Currently Shaun is involved with coaching development provincially and nationally with regards to recruitment, facilitation and certification. For the last five years Shaun has been a presenter and facilitator at Canada Basketball annual Super Conference in Toronto.
Over a 30+ year athletic and professional career, Kurt has successfully contributed to Canadian and International High Performance Sport as an Olympic athlete, Olympic and National Team coach, and HP Sport Director.

A 1992 Olympian, multiple-time Canadian Cycling Champion, and two-time recipient of the Coaches Association of Canada Coaching Excellence award (98 & 99); Kurt has achieved excellence as an Olympic Athlete, and as an Olympic Coach. As a coach, Kurt contributed to the achievement of medal winning performances for multiple athletes at World Championships, Commonwealth Games, Pan-Am Games and Olympic Games events.
Recruitment and Mentoring

- Recruitment
- Where do you find coaches?
- Athlete Transition
- Sub elite athletes
- Apply for positions
- Re-treads
- Don’t grow on trees

- Mentoring
- How important is this?
- Different types
- Mentor/mentee relationship
Coach Recruitment

• Our focus today will be on mentoring

• A strong mentoring process can go a long way towards replacing or simplifying the recruitment process.

• Replace from within

• Develop and keep ‘corporate knowledge’

• Don’t have to start the prolonged ‘on-boarding process’ all over again
What is Mentoring

• Synonyms for *mentor*
  • coach
  • counsel
  • guide
  • lead
  • pilot
  • shepherd
  • show
  • tutor

• Also a city in northeastern Ohio northeast of Cleveland
  *population 47,159*
Definitions of mentoring

• Cambridge English Dictionary
  the act or process of helping and giving advice to a younger or less experienced person, especially in a job or at school:

• Business Dictionary
  Employee training system under which a senior or more experienced individual (the mentor) is assigned to act as an advisor, counselor, or guide to a junior or trainee. The mentor is responsible for providing support to, and feedback on, the individual in his or her charge.

Helping, Support, Advisor, Feedback, Experience
The Research Says

• Key mentoring Issues for Sports Coaches are who to receive it from and how to get it  Bloom, G.A. (2013).

• Four traditional phases; Initiation, Cultivation, Separation and Redefinition  Kram (1983)

• Communities of Practice (COP) are an informal type of practice that contain elements of mentoring with potential to impact learning.  Culver & Trudel (2008) Gilbert, Gallimore & Trudel (2009)

• Research from the UK found that informal bases of knowledge, ongoing interactions with peers, observing coaches during practices were most important facets of knowledge acquisition.  Cushion, Armour & Jones (2003) Jones, Harris & Miles (2009) Gould, Giannini, Krane & Hodge (1990)
A Model for Mentoring Profiles

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<tr>
<th>Optimal</th>
<th>Controlling</th>
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<tr>
<td>• Structure, Engagement, Autonomy support and Competency support rated above 3.5/4</td>
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<td>▪ Perceived as useful</td>
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<td>▪ Autonomy support rated 2.2/4</td>
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<td>▪ Structure, Engagement, Autonomy support and Competency support rated below 2.0/4</td>
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<td>▪ Perceived as less useful</td>
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<td>▪ Worse quality of the mentorship relationship</td>
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Brodeur, Larose, Tarabulsy & Feng, 2017
Mentoring

• Mentoring is a system of semi-structured guidance whereby one person shares their knowledge, skills and experience to assist others to progress in their own lives and careers.

• Mentors should/need to be readily accessible and prepared to offer help as the need arises (within agreed bounds)

• Mentors very often have their own mentors, and in turn their mentees might wish to ‘put something back’ and become mentors themselves

• Could be seen as a chain for ‘passing on’ good practice so that the benefits can be widely spread

• Shared knowledge and share experience
• Mentoring can be a short-term arrangement until the original reason for the partnership is fulfilled (or ceases), or it can last many years.

• Do we ever stop mentoring?

• Mentoring is not counselling or therapy - though the mentor may help the mentee to access more specialized avenues of help if it becomes apparent that this would be the best way forward.

• Does every coach get to benefit from this type of relationship?

• How do you measure the value of mentoring?
• Mentoring is more than ‘giving advice’, or passing on what your experience was in a particular area or situation.

• It's about motivating and empowering the other person to identify their own issues and goals and achieving those goals

• not by doing it for them, or expecting them to ‘do it the way I did it’, but by understanding and respecting different ways of working.

• When mentoring becomes cloning then it fails.

• The goals is to help the mentee become their best self, not a carbon copy of you!
Finding mentors

• Historically coaches found their own mentors
• Older team mates, previous coaches, their first coach
• In these instances the relationship is already formed

• Now, we are setting up mentor-mentee relationships
• Not organic, more manufactured
• Does this type of relationship provide the same results as the self selected historical style
Things to ponder?

• Is the organic mentoring model more successful than the assigned model we sometimes have to use

• Can we select mentors and be confident that ‘it will work’

• Who drives the relationship, mentor or mentee

• Can we measure the success or failure of mentorship?