

Policy Number	8	Version Number	1
Drafted By	V Dorrington	Approved Date	26 th April 2017
Responsibility	V Dorrington	Review Date	January 2018



COACH MENTORING GUIDELINES



APRIL 2017

CURRAMBINE NETBALL CLUB – MENTORING GUIDELINES

Introduction

Currumbine Netball Club (INC) is committed in providing the ongoing support and development for coaches. In 2017 we are introducing a Coach Mentor as a integral part of our coaching initiatives.

Purpose of the Mentoring Program

The purpose of the mentoring program at Currumbine Netball Club (INC) is to provide ongoing support and development for coaches of all levels within the club. Mentors will provide ongoing guidance, reassurance and direction to coaches as needed.

Aim of the Mentoring Program

The aim of the Mentoring Program is to provide coaches with an independent experienced coach to support and guide them in their role to ensure that their coaching experience is a positive and enjoyable one.

What is Mentoring?

Mentoring is an effective way to support and guide coaches. It is a two-way process where coaches and mentors both benefit from the relationship. Mentoring allows coaches to turn to someone with more experience for advice especially when a situation exceeds their abilities and knowledge. Mentors are pivotal in helping coaches gain confidence by demonstrating practical skills, being a sounding board for issues and problems, assist to identify any weaknesses and work towards improvement in those areas. Mentors are a source of motivation and encouragement for coaches.

Why Mentor?

Mentoring is a valuable experience for all those involved including the coach and the mentor. Players, teams and clubs will also benefit from mentoring for coaches. A happy confident coach will encourage and motivate their players. Having support for coaches will also assist with the retention of coaches at the club.

Benefits for the coach -

- Having a mentor will increase your confidence as a coach.
- Provide you with feedback on your role as a coach and help you assess areas for improvement.
- Help you put theory into practice (netball skills drills).
- Allows opportunity to network and bounce ideas off someone with more experience.
- Support and guidance through problem solving.

Benefits to the mentor –

- Provide motivation and commitment to help another individual.
- Share knowledge and skills.

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- Provide opportunity to learn new skills as a mentor, improve leadership and communication skills.

ROLES AND RESPONSIBILITIES

MENTOR

As a mentor your role is to be available to coaches of all levels at the Currambine Netball Club.

- Your role is to guide and give advice as needed not dictate or take over.
- If you don't know the answers refer the coach onto other coaches or resources available.
- Provide support, feedback and encouragement.
- Help the coach set realistic goals for the season.
- Guide coach development and support the coach to reach their goals.
- Form a positive relationship and be available for open communication.
- Assist coaches to identify problems and work towards solutions.
- Be reliable and consistent.
- Good communication and listener.
- Maintain discretion always.

COACH

- Be pro-active and seek guidance from your mentor. Your mentor is there to guide you not take over.
- Contribute to the relationship by making suggestions and asking questions.
- Be understanding that your mentor will not have all the answers.
- Accept positive and negative feedback.
- Assess and evaluate your progress and work with your mentor on areas you want to improve.
- Be consistent and reliable.
- Always maintain confidentiality.

When can Mentoring Occur?

- Prior to the start of a new season – assist with planning and identification of the team's training needs.
- At team training – observation of the coach in action. Save feedback and comment until after the session.
- On Game Day – observation of the teams' games. Save any feedback and comment until after the game. This is a good time to assist those new to the role with game day policies and procedures as per Joondalup Netball Association.

Areas to consider when starting a mentoring relationship.

- Meetings – schedule a face to face meeting.

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- Type of communication preferred – email, messaging, phone calls, in person.
- Expectations of the coach and mentor including assessment, feedback, setting objectives.
- What type of support does the coach need – formal/informal

Where to from here?

- All coaches will receive an email from Currambine Netball Club President with information and contact details for our club coach mentor.
- In the coming weeks our coach mentor will touch base with all coaches offering support and to make arrangements to meet coaches as needed.
- Alternatively please contact our coach mentor if you have any pressing issues, concerns or just need someone to talk to about your coaching at anytime.
- The CNC coach mentor will be periodically available at the courts during the season on Monday nights, Club training on Thursdays and Saturday.

CONTACTS

CNC COACH MENTOR

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Acknowledgments

Coaching Mentoring Program (n.d) SFL Coaches Association http://websites.sportstg.com/assoc_page.cgi?c=1-3909-0-201423-0&slD=163028)

Cockburn Netball Club – Mentoring Information Sheet (2012) (<http://cockburnnetballclub.net/cncwp/wp-content/uploads/2012/03/Mentoring-Information-Sheet-for-Coaches.pdf>)

'Making Sure Mentoring is a Two-Way Street' (2011) <http://mindflash/blog/making-sure-mentoring-is-a-two-way-street>)

Ormond Netball Club – Coach Mentor Program. Guide for Coaches and Mentors. (n.d) <http://ormondnetballclub.com>