



Coach Mentorship Program Outline



Mission & Goals

Swim Nova Scotia is dedicated to coach development from Active Start through Active for Life. We believe mentorship plays an important role in this development and will ultimately have a positive impact on our athletes and coaches, both in and out of the pool.

The goal of the program is to invest in coaches, enrich their experience, advance their careers, and skill development. Coaches will be given an opportunity to grow and take risks in a safe environment that leads to personal improvement, athlete improvement and a professionalization of coaching in Nova Scotia.

This program will be led by the Swim Nova Scotia Technical Director, who will be the mentor coach.

What is coach mentorship?

Mentorship is a strategy employed by the sport domain to support, develop, and retain coaches. It's a key element of personal and career development. Mentorship is a relationship in which a person with useful experience, knowledge, skills, and/or wisdom offers advice, information, guidance, support, or opportunity to another for that individual's professional or personal development.

Why is mentorship important?

Mentorship helps coaches increase learning and productivity. It provides a support system from someone who knows exactly what they're dealing with and can offer concrete solutions.

Who is mentorship for?

The mentee may be new to coaching, or experienced. Coaches must be ready to develop as a coach in terms of knowledge, skills, attitude, and career advancement.

The program will be most valuable to provincial-level coaches, that are self-motivated and have a strong desire to learn and grow.

Mentor/Mentee goals

This program is steered by the mentee and their experience and willingness to learn. Each mentee will have different needs, and while our Technical Director (mentor) is there to offer help, ultimately the mentee is responsible for asking questions and being a leader.

Short term: teach/learn about planning and running successful practices based on skill progression, enhance coaching mechanics, begin to offer feedback to athletes.

Long term: continuing as coaches in the future, advancing to Competition Introduction if desired, and participating in provincial teams.

Time Commitment

This program will be considered informal, with minimal structure, however there are certain expectations.

Mentors/mentees will interact at least once per month throughout the season, and at least once per season must be in-person in the mentees home coaching environment.

Selection Process

Swim Nova Scotia will appoint up to two mentee coaches for a 12-month period based on experience and commitment to the program. Geographical regions and gender equity will also be considered, depending on the number of applicants.

Timeline

2023-2024

