

HXCC Coach Mentoring

What is mentoring?

Mentoring refers to a personal developmental relationship in which a more experienced or more knowledgeable person helps a less experienced or less knowledgeable person. In effect the mentor acts as a critical friend and sounding board to help the person being mentored to develop their skills and experience.

Why is it important?

For all coaches there is much benefit in having a mentor to support them in their development as coaches.

What's in it for the Coach being mentored? Coaches get friendly advice and support from a more experienced coach. This could be to help some-one new to coaching to get started, or to assist a Level 1 coach as they progress towards their Level 2 Award. It can include bouncing ideas for sessions of the mentor, helping the coach to review their coaching, identifying ways for the coach to gain additional experience or further develop their coaching skills (and if required their personal skills).

What's in it for the mentor? Firstly being a mentor will add to your own skills and add another dimension to your own coaching. It will also open your own coaching up to new ideas for other coaches. Plus you can get great satisfaction from helping to develop other coaches, and strengthening the club's coaching team.

Mentoring at the Club

As a club we want to ensure that the coaching available to members is high quality and we want to support the development of all our coaches to be able to deliver this by ensuring all coaches have access to mentors that can provide this within the club, or if appropriate from outside of the club.

Within the club, mentors will be coaches who or experienced UKCC Level 2 or BCU level 3 coaches who have volunteered to support other coaches. Where appropriate, other paddlers with discipline specialisms could support this process. Where required we will seek mentors outside of the club (e.g. CE staff, regional officers, other clubs) to support other identified needs such as progression to higher level awards or in alternate discipline.

All coaches and mentors at the club are volunteers, so the table below is only an indication of the potential support available / required at various levels. The actual support will be individual to mentor / mentee relationship depending on individual needs and availability.

Who	Purpose	Potential Support
Potential New Coaches	To encourage and support them to attend L1 training	Support to gain the prerequisite awards to attend the training course.
New Level 1 Coaches	To support new coaches as they begin to coach and encourage progression to L2 as required.	The club will allocate newly qualified coaches with mentors. Support may include: <ul style="list-style-type: none">• observing the mentor coaching• observing the coach/giving feedback• support on session ideas / planning• identifying areas for development• support on 'problem solving'

Existing level 1 coaches	Ongoing support to develop coaching skills and encourage progression to L2 as required.	The club will allocate newly qualified coaches with mentors. Support may include: <ul style="list-style-type: none"> • observing the mentor • observing the coach and providing feedback • support on session ideas / planning • identifying areas for development • support on 'problem solving'
Coaches working towards the BCU UKCC Level 2 Award	There is a specific requirements for L2 trainees to have a mentor as part of progression through the award - details of the requirement are set out in the Level 2 candidate paperwork.	As a minimum the mentor must observe and provide feedback on 2 of the 6 coached sessions the coach is required to deliver as part of their assessment portfolio. It may also include similar support as required by level 1 coaches
Existing level 2 and 3 coaches	To support their continued development as coaches.	Support at this level will generally be to encourage coaches to find appropriate development opportunities or progressions.
4 and 5 star leaders & trainees		Support to gain appropriate leadership experience to progress to assessment for the award.

Resources and support available

Club Resources	<p>Coaches Library – a wide variety of BCU and other paddling books, DVDs, and resources for club coaches to borrow. This is kept in the office at the club.</p> <p>Video camera & camera – we have a both a waterproof camera and video with can be use to film coaches coach or participants to support a coaches development.</p> <p>Coaches Dropbox folder – see the useful information folder. In this there is a Personal Development Section which includes templates for coaches / mentors wanting to do training needs analysis / development plans, learning styles questionnaires etc</p>
Canoe England www.canoe-england.org.uk	Details of the various coaching awards and support modules, leader awards and personal performance awards. Details about CE coaching conference (and presentations from previous conferences).
scUK website www.sportscoachuk.org	Have a look at their Resource Bank – lots of articles and fact sheets on various areas of coaching – including mentoring to support you, and various topics you may be supporting coaches on.
CoachingWY website www.coachingwy.co.uk	West Yorkshire Sports coaching website with various news, articles and downloads on coaching. It also has details of upcoming generic coach education courses in the area

Support for Mentors

Training – there are 3hr workshops available from scUK 'A Guide to Mentoring' and BCU 'Mentoring for Paddlesport Coaches'. There is also a scUK Analysing your Coaching workshop which is useful in looking at observing, feedback and thinking about personal development which can be supplied to supporting other coaches.

Further support – the resources listed above include various items and resources that will support you in mentoring other coaches.

If you feel you need some form of additional training, support or resources to help you mentor other coaches please contact the clubs Coaching Officer to discuss your needs.

December 2013