

FEMALE COACHING MENTORSHIP PROGRAM

TIMELINE FOR 2021/ 2022 FCMP

Mentor/Mentee Applications OPEN: July 19, 2021-August 3, 2021

Mentor/Mentee Applications REVIEWED: August 3, 2021-August 11, 2021

Mentor/Mentee Assignment: August 12, 2021; received via email from USTFCCCA.FCMP@gmail.com

This program is designed to increase the representation, depth of knowledge, and advancement of female coaches in cross country and track and field coaching positions at every level (including volunteer/ GA) as well as create industry accessibility

NEED

Mentoring involves career guidance and support, but also personal, psychological, and social aspects. The need for formal mentor training and effective mentoring is increasingly recognized as a critical component in the success of new coach, and even mid-career coach

GOAL

This program aims to support climate change as well as depth of female coaching experience through pairing individuals up with 1:1 year-round mentorship with a coach and adhering to set guidelines for successful consultations with esteemed leaders of the sport from a variety of backgrounds

WHO QUALIFIES AS A FEMALE COACHING MENTOR?

- Mentors are not expected to know everything, act as an expert on all subject areas, or meet every mentee need
- Mentors are expected to provide new perspective, orient to the coaching system the mentee is in, and provide unique insight to the mentee's situation-specific questions, be willing to share some of their best practices, and open to telling their lessons-learned-the-hard-way stories
- Mentors should treat all dealings and discussions with the mentee in confidence, providing supportive guidance and constructive criticism
- The strongest candidates selected will typically be represented by, those who have proved dependable/reliable on consistency of communication, those who express both interest, action, or passion towards the cause of leadership and mentorship, those with varied position perspectives, and coaches who were heavily recommended for this program
- Each year, a new coaching mentor/mentee partnership will be assigned to encourage the flow of knowledge, networking, and partnerships as well as drive diversity of learning across the years

Responsibilities of mentor: *Year- Round communication in the form of phone calls/Skype/Facetime/email/in person/ Zoom*

- Listen and ask powerful questions; in-depth listening includes suspending judgment and listening for understanding
- Allow mentee to ultimately determine what decisions and actions are most appropriate for their situation
- Maintain and respect privacy, honesty, and integrity; violating these values negatively impacts relationships
- Willingness to field occasional "panic situation/confused moment" additional communications from mentee

Responsibilities of mentee: *Year- Round communication in the form of phone calls/Skype/Facetime/email/in person/ Zoom*

- Respect your mentor's time, experience, and alternative perspective to yours; maintain attitude of gratitude