
ONTARIO MENTORING PROJECT (OMP) APPLICATION FORM

Please email completed applications to ckomentoring@gmail.com

Project Overview:

What is mentoring?

Mentoring is a professional relationship in which a more experienced athlete assists a developing athlete. Mentoring relationships are reciprocal, open, and collaborative. These relationships can aid an athlete's development and guide them to reach their full potential.

Objective:

The objective of the Ontario Mentoring Project (OMP) is to foster meaningful relationships and encourage a sense of fulfilment in sport and life by supporting athlete development. Building a community among Canoe Kayak Ontario (CKO) Sprint athletes by normalizing the communication between experienced and development athletes is the primary goal. The mentor and mentee will experience the following benefits:

Mentor

- Recognition as a subject matter expert and leader
- Opportunity to reflect on their own goals and practices
- Exposure to fresh perspectives, ideas, and approaches
- Opportunity to give back to the sport
- Extension of their professional development

Mentee

- Access to a wealth of knowledge
- Guidance to develop strengths and overcome weaknesses
- Help better understand the sports culture and unspoken rules
- Learn to take control of their athletic potential
- Access to a voice outside their direct sphere of activity creating a safe space

Description:

The Ontario Mentorship Project (OMP) is a voluntary commitment for both mentors and mentees. joining the project, mentors and mentees will complete a questionnaire concerning areas such as goals, hobbies, location, and experience. Once completed, each mentee will be paired with a suitable mentor with similar backgrounds and objectives based on their responses. Once the pairing is made, the mentor will reach out to the mentee to discuss when their initial and future mentoring discussions will be and how they will be structured.

The mentoring sessions should occur a minimum of once per month either in person or through a verbal communication medium (ex. Skype, FaceTime, or phone call). The recommended length of each session is one hour, but the quality of the session should be prioritized over the duration.

Casual communication initiated by the mentee throughout the duration of the mentorship project is encouraged (ex. Text, e-mail, or messaging). The mentors and mentees are advised to keep a record of notes for each session to monitor their relationship development, and next steps for future meetings.

Both the mentor and mentee have responsibilities to uphold throughout the program:

Mentor:

- Model behaviour: Be themselves, but remember they are being watched and listened to
- Positive outlook: Focus on the positive so the mentee can believe they can overcome challenges
- Give support: Look for skills mentees need to work on and give constructive criticism the right way at the right time
- Encourage: help mentees build self-esteem and self-confidence
- Respect: all communications must be kept confidential

Mentee:

- Take initiative: Must devote their time to the relationship by participating in ongoing interactions with the mentor
- Take ownership: Identify the skills and competencies they wish to enhance and share with their mentor
- Boundaries: mentors are there to support the mentee, but only as a guide
- Respect: all communications must be kept confidential

All mentors and mentees must sign an agreement form which will uphold them to commitments throughout the project. The mentorship project will be evaluated through an anonymous online survey by both the mentors and mentees at the end of each cycle. This is to ensure both are getting the most out of the program, to receive feedback regarding the structure of the project, as well as to monitor the success of the project.

Qualifications:

A qualified mentor and mentee should meet the following criteria:

Mentor

- Current National Team or Ontario Team member with International experience at the U23 World Championships, Senior World Championships and/or World Cup level
- Compete for an Ontario Canoe Club for a minimum of two years
- Must be available to meet and communicate as described in the agreement
- Must be in good standing with CKO Sprint
- Model professional behaviour

Mentee

- Current Ontario Team athlete
- Must be available to meet and communicate as described in the agreement
- Must be in good standing with CKO Sprint (OCSRA)

Mentor Application Questionnaire

Basic Information:

Name:
Birth date:
Email:
Phone number:

Logistical Information:

Canoe Club:
School/ Degree/ Work:
Discipline: MK__ WK__ MC__ WC__
How long have you been paddling?

1. Are you willing and able to commit the time? (One hour per month between January 2019 to October 2019) YES ___ NO ___
2. Preferred type of formal communication:
Skype ___ Phone Call ___ FaceTime ___ Other: _____
3. Preferred type of casual communication:
Text ___ WhatsApp ___ Email ___ Messenger___ Other: _____
4. Given the time commitment required for one mentee, how many mentees would you like to be paired with? 1____ 2____ 3____

Personal Information:

5. List three strength and three weaknesses:

<u>Strengths:</u>	<u>Weaknesses:</u>
1.	1.
2.	2.
3.	3.

6. What is your dream goal?

7. If you had an entire day to do whatever you wanted, what would you do?

8. What is/was your favourite subject in school?

9. In your opinion, what would an ideal mentor-mentee relationship include, and what is the most important aspect of the relationship?

10. Who is your role model, and if you could meet them, what would you say?

11. Put an X next to all the words that best describe you:

Shy __ Laidback __ Quiet __ Moody __ Funny __
Outgoing __ Serious __ Loud __ Happy __ Reserved __ Other _____

12. Why do you want to apply for this program?

13. What support or resources would you need to be successful as a mentor?

14. At the end of the mentorship, what I want to be remembered for as a mentor is....

Ontario Mentoring Project (OMP) Agreement

I, _____, have read and agree with the objectives and description of the Ontario Mentorship Project. I understand that the program requires spending a minimum of one hour a month between January 2019 and October 2019 formally communicating with my mentee. I agree that if I am unable to attend a previously agreed meeting, that I will notify my mentee as soon as practicable and reschedule a time that is mutually agreeable. I agree to keep all discussion with my mentee in confidence. I understand that both parties are volunteers and may terminate the relationship for any reason at any time.

I agree to comply with Canoe Kayak Ontario's Code of Conduct and Coaching Association of Canada's Responsible Coaching Movement polices while participating in the Ontario Mentoring Project.

Signature of mentor _____ Date: _____

CKO Sprint's Technical Director Signature _____ Date: _____