



CANOE KAYAK
ONTARIO
SPRINT

NxStage Mentoring Program

What is CKO Sprint's NxStage Mentoring Program?

The mentoring program is a professional relationship in which a CKO Sprint Alumni member assists a transitioning athlete. Mentoring relationships are reciprocal, open, and collaborative. These relationships can aid an athlete's transition and guide them in discovering their next stage, post their high-performance careers.

NxStage Mentoring Program Objective:

- Foster meaningful relationships and encourage a sense of support for athletes transitioning from high-performance sport;
- Provide guidance and resources to assist in the planning for what comes next after high-performance sport, and
- Build a community among CKO Sprint Alumni and encourage a life long passion for paddling.

NxStage Mentoring Program Description:

- The NxStage Mentoring Program is a voluntary commitment for both mentors (alumni) and mentees (transitioning athletes). Those interested in participating in the program are asked to complete an interest form mentees can be paired with mentors who are in the best position to support them through the transition period.
- 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 will be left up for discussion between the Mentor and Mentee. We will provide some starter topics and questions. The frequency, duration, and method of communication can be determined between the Mentor and Mentee.

Benefits from NxStage Mentoring Program:

Mentor

- Recognition as a subject matter expert and leader
- Opportunity to give back to the sport
- Renewed involvement in our sport through our Alumni program
- Extension of their professional development

Mentee

- Access to a wealth of knowledge
- Guidance in developing your sport exit strategy
- Learn the do's and don'ts of transitioning
- Exploring opportunities for school and career after sport
- Networking
- General support during a challenging phase for an athlete
- Opportunity for continued involvement in our sport through our Alumni program



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NxStage Mentoring Program Responsibilities:

Mentor

- Model behaviour:
 - Be themselves, but maintain professionalism and responsibility
- 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. Give advice, access to opportunities/resources, and network when applicable.
- Encourage
 - Help mentees build confidence and prepare for their transition
- 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 program.

NxStage Mentoring Program Qualifications:

Mentor

- CKO Sprint Alumni member – membership open to all former and current (Active for Life) Sprint Canoe Kayak members residing in Ontario.
- Must be available to meet and communicate as agreed with Mentee
- Must be in good standing with CKO Sprint
- Model professional behaviour

Mentee

- Current or former (within the last 4 years) Ontario Team athlete
- Must be available to meet and communicate as agreed with Mentor
- Must be in good standing with CKO Sprint