

The background features a light purple-to-blue gradient. Scattered throughout are several realistic water droplets of various sizes, some with highlights and shadows. In the upper center, there is a faint, large, light-colored circular graphic that resembles a stylized sun or a lens flare.

MENTOR SYSTEM

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SPORT COACH

CONTENT

- BACKGROUND
- SCORE PROJECT: GENERAL GOALS AND SOMETHING ABOUT THE PROCESS
- DISCUSSION

FEMALE COACHES WELL-BEING (RESEARCH)

- THERE WERE NO DIFFERENCES BETWEEN WOMEN AND MEN ABOUT THEIR EXPERIENCES OF WORK ENGAGEMENT TOWARDS THEIR JOB (MEANING HIGH MOTIVATION; DEDICATION, VIGOR, ABSORPTION)
- HOWEVER THE NUMBER OF FEMALE COACHES IS LOW
- HARDER TO MANAGE IN WORKING ENVIRONMENT
- FEMALE COACHES SUFFER FROM BURNOUT AND EXHAUSTION MORE OFTEN THAN MEN

GOOD EXAMPLES FROM FINLAND

- IN TRACK AND FIELD (MENTORING SYSTEM) WE COULD RAISE AMOUNT OF WOMEN ATHLETES ABOUT 25 %
- IN MENTORING SYSTEM (FINNISH COACHES): WE WERE ABLE TO STRENGTHEN COACHES INTERACTION SKILLS AND FEELING OF COMPETENCE.
- IN COACHING SYSTEM (FOOTBALL): WE WERE ABLE TO STRENGTHEN COACHES WELL-BEING AND MANAGEMENT OF WORK

THESE EXPERIENCES AND KNOWLEDGE WERE BACKGROUND IN OUR PROJECT OF TEAM SPORTS (AND NOW HERE)

GOOD EXAMPLES, YOU ALREADY HAVE?

FINLAND- EMPOWERING AND ENGAGING (EX-) TOP ATHLETES

OBJECTIVES:

ENGAGE EX- TOP ATHLETES TO SPORT

POINT OUT THE KNOWLEDGE THEY ALREADY HAVE

SHOW THAT THERE IS A LOT, WHAT THEY CAN GIVE TO SPORT

CONTENT: (OPPORTUNITY TO TELL THEIR STORY AND MAKE PLAN)

- WHAT KIND OF PATH THE ATHLETES HAVE FOLLOWED
- WHAT DID THE SPORT CAREER GIVE?
- HOW CAN THEY FIND THEIR OWN WAY TO BE IN SPORT?

ABOUT THE STORY THEY WERE TELLING, WE PICKED UP AND CRYSTALLIZED THEIR KNOWLEDGE (AND TACIT KNOWLEDGE) ABOUT SPORTS:

COACHING, COMPETITION, PERFORMANCE ETC

A serene sunset scene over a large body of water. The sun is a bright, glowing orb on the horizon, casting a shimmering, golden reflection down the center of the water. The sky is a soft gradient of orange, pink, and light blue. In the distance, several swans are visible on the water, their forms silhouetted against the light. The foreground shows the dark, rocky edge of a shore on the left side.

We know more than we can tell (tacit knowledge)
We can more, than we know we can (unconscious ability)

THE EVALUATION OF PROJECTS

TEAM SPORT PROJECT:

- BECAME AWARE OF HOW MUCH THE SPORT HAS GIVEN
- NOTICED THAT KNOW MORE THAN DID IMAGINE
- EXCITED ABOUT SPORT AGAIN
- THINKING THAT I DO HAVE SOMETHING TO GIVE TO SPORT (INTEREST TO COACH AWAKE)

MENTORING TRAINING/COACHING PROCESS:

- TOOLS, TRUST, SELF-CONFIDENCE, KNOWLEDGE, ABILITY TO HELP OTHER COACHES

Reliable information generation / science is essential for the success of the first place



GOALS OF THE SCORE PROJECT

- CREATE **YOUR OWN MENTOR SYSTEM** WHEREBY YOU CAN
 1. STRENGTHEN AND SUPPORT COACHES
 2. STRENGTHEN COACHES WELL-BEING
 3. TO BUILD A STRONG NETWORK OF COACHES
 4. TO INCREASE THE NUMBER OF COACHES
 5. AND TRAIN (MAYBE?)
 6. ELSE?

THE "CRITICAL" FACTORS:

- TO SUCCEED IN BUILDING A SUSTAINABLE MENTOR SYSTEM IN YOUR SPORT/COUNTRY/INSTITUTE
- TO FIND SUITABLE MENTORS, WHO COMMIT TO WORK ALSO AFTER THE EDUCATION PROCESS
- THIS REQUIRES A GOOD PLAN AND COMMITTED CONTACT

THE PROCESS

Kick off

- What and why?
- Concrete plan



The opening shot (1. weekend)

- What is mentoring?
- How to start?
- Working with group
- Target/goal oriented work
- Plans, concrete plans




Finish and follow up (2. weekend)

- Mentors tools
- Mentors well-being
- Evaluation as part of the process
- Plan: checking the details; what, how and when
- Specific issues



Follow up and evaluation

A photograph of a winter landscape. The ground is covered in a thick layer of snow. In the foreground, there are several bare, dark trees and bushes, some with snow on their branches. In the background, more trees are visible, and a bright sky with some clouds is seen. The overall scene is a quiet, snowy day in a wooded area.

Discussion, Questions

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