MENTORING

The following information is from Mark Maloney a Senior Official with the Colorado LSC.

MENTORING:

         *Mentoring is coupled to human behavior for both the mentor and the mentee… that means there’s no silver bullet and there’s a 1000 ways to do/think/discuss everything. Being a strong mentor is key for me in my role as a senior official and in my work as a project manager.  I share my personal approach to mentoring and training as something to consider when evaluating your own effectiveness and philosophy at being a mentor.*

         *One definition of a mentor…*

o   *Unlocking the full potential within others*

o   *Maybe unlocking a new potential within yourself*

o   *Helping someone help themselves*

  *What’s your definition?*

         *Responsibilities of a mentor…*

o   ***The most important thing is to Listen****(verbal queues, body language, facial expressions, behaviors, etc.) –****be mindful of the mentee’s needs,****feelings, and progress towards becoming an official/starter/referee*

  *This can be very difficult because its human nature for an instructor/mentor to be focused on getting their point across versus being mindful of the mentee’s needs*

  *The mentee tells us …*

         *When to provide more information*

         *When they’re overloaded*

         *They tell us how to help them succeed*

o   *Be willing to be personal with someone… which also means being vulnerable. A strong mentor/mentee relationship helps both people (even if just for a single clinic or single training session)*

         *How does all of that apply to us as leaders within CSI?  I’ll use the New Officials Clinic as an example.*

o   *Assumptions on “needs”:*

  *New officials  have no knowledge of how the officiating elements work or what officials do*

  *Seasoned officials  need a clinic for recertification*

o   *My goals for the New Officials Clinic:*

*1.       Provide new people with an ”introduction” to officiating… new official’s do not need/want/require a comprehensive discussion all things normal, bad, and odd in the officiating world*

*2.       Provide seasoned officials with the same (fundamental) information that’s provided to newbies which helps them fix bad knowledge/habits and fine tune their existing skills*

  *2 very simple and focused goals*

         *When a new official leaves an S&T Clinic, I want them to walk away with 5 things:*

*1.       They’ve heard a few officiating buzzards … such as recovery, simultaneous, horizontal, plus a few others  I don’t expect anyone to know the true meaning of those buzzards.   the introduction*

*2.       They have a chance to see/hear/feel the officiating world and then ask questions. They’ve been given a new perspective to think about compared to a being a parent who’s been sitting in the stands  the introduction*

*3.       Know how to get started with the (real) on-deck training  how to help themselves*

*4.       New officials are fire hosed with a ton of information during a clinic.  Help them understand that eventually it will all come together and they’ll simply observe swimmers in the pool and react to what they see (like driving a car, eventually it all comes together and you don’t think about how to drive a car)  relate the clinic to something they already know*

***5.****When training on deck, ask you trainer to discuss and show****“how to judge a rule”****.  Reading the rulebook is easy away from the swim meet… the main purpose of the 24 hours on-deck is to****learn how we observe and judge those rules.**** how to help themselves*

         *One more things we must never forget about being a mentor for officials….just like us, the mentee is a volunteer (at all positions at all N1/N2/N3 levels).  Everyone’s reason why is different. Being personal and mindful of why a person volunteers can help you help them.*