

# SILENT WISDOM – UNLEASHED POWER: The Mentoring Programme

Today's mentoring is about learning together. It is about respected equality between generations. It is shared experience. It allows two people to get to know each other and build a bond. Mentoring process empowers and can inspire to move to another level as a leader. Current sports leaders can be champions for the new generation.

"New Leaders" mentoring programme connects accomplished sports veterans with leaders of the new generation. The channel through mentoring aims to inspire and benefit both sides. The goal is that no new leader is left without a support from a champion.

## Why mentoring?

Tomorrow's sports culture is defined by the leaders of sport. By connecting potential future leaders with experienced leader champions, experience will be shared, and new ideas will be unleashed – shaping the future of sport.

## How it will be done?

During the selection process, each applicant will propose a person by whom they would like to be mentored. Participants will explain why they would like to have that person as a mentor. Female participants are encouraged to select a male mentor and male participants a female mentor. In addition, the EOC Gender Equality Commission and IOC Women and Sport Commission are committed to giving their support, finding potential mentors for every game-changer.

Prior to the first workshop, participants will be given guidance to connect with their mentors. The first workshop gives tools to work with the mentor. Mentors and mentees will connect a minimum of six times throughout the programme,

"I have had the privilege to work with young and talented people. They have inspired me. They have opened my mind towards new ideas.

I have been their mentor and in return, they have mentored me."

– Birgitta Kervinen,

IOC Women and Sport Trophy Winner

either virtually (phone, Skype, email) or face-to-face. Time will be given during the workshops to reflect on the mentoring process.

Mentors will be invited to the New Leaders Conference. A unique session will be dedicated to highlight the role of the mentors and their work.

## Objectives of the mentoring programme:

- Sharing knowhow, history and insights
- Introducing and sharing networks and connections to each other
- To support, advice and listen the generation of less experienced leaders
- Empowerment of both sides (mentor-mentee)

## Expectations for mentors:

- The mentor is expected to work in a high position within the sports sector or in the Olympic Movement, preferably as a President, Secretary General, national NOC/organisation board member, EOC board member, EOC/IOC Commission member or similar.
- Commitment to meet the mentee either online or face-to-face a minimum of six times during the mentoring process.

- Mentors are encouraged to attend the final Conference during autumn 2019 when the New Leaders educational programme will conclude.

## What will be the expected outcomes of the mentoring programme?

The final outcomes of the New Leaders Educational Programme are:

- Personal action plan on sports leadership (personal change)
- NOC action plan – to facilitate the implementation of the IOC Gender Equality Recommendations (organisational change)
- The gender gap will be closing at European level (continental change)

It is the hope that the mentoring process will support the achievement of these goals. Through constructive dialogue between new and experienced sports leaders, the mentoring process is hoped to produce new perspectives, new ideas and new opportunities in the field of sport.