# Feminist Sports Champion Toolkit

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# Mentoring

In Part II – Programme Design, your organisation will have made a decision about the amount of support your organisation is able or willing to provide for the Champions (intensive vs minimum support). In order to design this support element of the project, we will guide you through the different support options, such as mentoring.

Mentoring could look very different for each organisation, depending on the type of projects and your Champion's needs. As an organisation, it is important to consider the following;

- What are the benefits of adding a mentoring element to the seed grant project?
- Will the mentoring be done by your organisation, an external organisation or a group of individuals?
- What support is the mentor able to give, looking at the budget, time availability, personnel and duration?
- What support would the Champion like to receive (needed topics, what are the interests, availability)
- Will the mentoring piece be individually, group based or peer to peer?
- What will the delivery of the mentoring model look like (virtual, face to face, workshop style)?

Once you have decided as an organisation, in consultation with the Champions, how the potential mentoring element will look like, you should start thinking about the person who will actually be their mentor.

## Who is the ideal mentor?

WW recommends finding mentors who can become a role model for the Champions and who can create a natural connection with them. This person should be flexible, understanding and empathetic. In order to create a mentoring approach that provides mutual learning, it is also important that the mentors and Champions have shared their expectations with each other beforehand. If your organisation has access to a group of peer leaders, girls who have gone through leadership training or similar projects like this, you might consider having this group to be the mentors of your Champions. By having this peer-to-peer approach, girls create a support system among themselves.

**Process**

- Think about how you select and screen the potential mentors you have in mind
- Match the mentors according to the needs of the Champions (and the strengths of the mentors
- Organise a training for your chosen mentors and give them the opportunity to learn more about the
- Champions projects, sign any relevant policies and contracts (e.g. code of conduct) and share best practices for being a mentor to a Champion
- Think about if each mentor will define their own way of working or is this jointly created and agreed?
- Decide if there will be a common learning agenda or if each mentor will be responsible for their own?
- Reflect on how mentors share learnings and experiences with each other?
- Make clear who is responsible for driving the mentorship forward, the Champion or the mentor (when to meet, what to discuss and what they need)

Case study

Once you have decided as an organisation, in The following case study comes from WW's mentoring experience in the Made to Play programme:

*The beauty of this type of programme is actually leaving a lot of it to [the grant recipients]. So we do provide guidance and structure with some of our templates and the extra training was super important to all of them… but I think the greatest success of the programme was really them taking ownership of their programme and seeing it through until the end.*

*For me and sometimes for them, we didn't need to catch up, but we had to catch up, because it was part of the programme; they didn't really have much of an update. Maybe it could have been interesting to, each quarter or every two months, have a different topic that we focused on in our mentoring calls, for example a specific skill.*

*I think having a clearer understanding of what are our common goals, so that it feels more successful and to map a route to the end. If there is no real concrete step on how to give closure or how to continue, then it doesn't really feel it sticks. Maybe half way through the programme, we could have introduced more formally the sustainability component of their programme.*
(Mentor, Women Win)

Women Win