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# **Good Practice Example: Education for Mentors - SCORE Project**



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## Organisation/body

SCORE Project (more information: [www.score-coaching.eu](http://www.score-coaching.eu))

Leader: European Non-Governmental Sports Organisation (ENGSO)

Partners:

- Sports Coach UK
- Finnish Coaches Association
- International Council of Coaching Excellence (ICCE)
- European Observatoire of Sport and Employment (EOSE)
- Sport and Citizenship
- European University Sports Association (EUSA)
- German Olympic Sports Confederation (DOSB)
- Swedish Sports Confederation (RF)
- National Olympic Committee of Croatia (NOC Croatia)
- Lithuanian Union of Sports Federations (LUSF)
- Cyprus Sports Organisation (CSO)
- Portuguese Sports Confederation (CDP).

## Description of the activity

One key element of the SCORE project was an international **Education Programme for Mentors**, which was organised to train mentors to support and act as mentors for potential female coaches in their countries. Altogether around 22 mentors from eight different countries were educated. The broader aim was to create a mentoring system in the specific country/sport organisation in question, with the commitment of the educated mentors.

## Goals and Content of the SCORE Education for Mentors Programme:

The aim of the Education for Mentors programme was to discuss what mentoring is, provide the mentors with tools, discuss goal setting and group mentoring, practise mentoring with exercises, and evaluate the activities.

### 1. What is mentoring?

Goal: Help the mentor to understand the 'core tasks' of a mentor.

### 2. Start of a mentoring group and its challenges

Goal: Improve mentor's understanding and awareness of group activities, its dynamics and how the diversity of personalities affect the group work.

### 3. Target-oriented work

Goal: Increase mentor's understanding of his/her own role in supporting the mentees to reach their goals and evaluate their activities in relation to the goals set.

### 4. Mentoring tools

Goal: Strengthen and increase mentor's own toolbox.

### 5. Mentor's own support and well-being

Goal: Help the mentor to see his/her own limits, as well as to raise awareness of the importance of self-care.

### 6. Evaluation as part of the process

### 7. Specific issues

Goal: Enhance knowledge and understanding of a variety of challenging situations that can occur in coaching/mentoring.

### 8. Mentoring in practice

Goal: Design and build practical mentoring method/system of their own country (taking into account the practical challenges).

SCORE Education for Mentors was organised in four days (two times two days). In between the two sessions, the mentors started mentoring in practice. Their mentoring experiences were reflected at the second session.



## Programme

### Day one

Basics of mentoring

Self-knowledge

Interaction: skills and understanding

### Day two

Group activities

Mentoring toolbox

Practical plan for mentoring

### Day three

Special situations

Well-being of a mentor

### Day four

Mentoring toolbox

Practical plan for mentoring and follow-up

Evaluation

All the training days included practical training as a mentor but also as a mentee.

### What did you start with?

The Education for Mentors work package leader in the SCORE Project was the Finnish Coaches Association, which has experience in mentoring activities for female coaches in Finland. The first year of the project (2015) was dedicated to planning and developing the Education. The development was led by the Finnish Coaches Association, which got feedback and input from the SCORE Steering Committee during the process. The Steering Committee also agreed on the criteria of the participants of the Education. The following was agreed on the profile of the participants:

- Being strongly motivated and committed to assist in creating and implementing an action plan for developing a mentoring programme in the respective country and/or sport federation with the national coordinator organisation
- Being strongly motivated and committed to act as a mentor
- Have experience in coaching/training in sports.

Furthermore, it was agreed that there is no criteria regarding the gender of the participants, but both women and men would be welcomed to the education. More important than gender of the participant was the commitment to support female coaches.

### What did you want to achieve?

From the beginning, sustainability was one of the leading principles of SCORE mentoring activities. In order to guarantee the best possible sustainability, it was planned in the first place that the education would be focused on educating mentors, who are committed to be mentors in their countries after the education. It was seen that this guarantees better outreach and sustainability with the mentoring activities, as the educated mentors act as multipliers when mentoring female coaches in their countries.

### Who is involved?

SCORE partner network, educated mentors, and educator/facilitator Sport Psychologist Satu Kaski.

### Budget

Around 80,000 euros.

### Impact

The Education for Mentors programme finished in May 2016. There is no data on the wider impact yet (September 2016). Educated mentors have started their mentoring activities and the mentors are planning the mentoring system development with