The Importance of Mentoring in the Development of Coaches and Athletes

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Mentoring has been considered an increasingly important element of coaching development programs. It occurs when a teacher willingly invests time in the personal development of a student or athlete, when a trusting relationship evolves, needs and interests are fulfilled, and imitation of behavior takes place. The purpose of this study was to examine the mentoring experiences of expert team sport coaches. More specifically, the intent was to determine if any of the coaches were mentored through their development as athletes and subsequently as coaches, and if in turn they mentored other athletes and coaches during their careers. Open-ended semi-structured interviews were conducted with 21 coaches. The data were analyzed inductively using qualitative procedures outlined by Côté and colleagues (1993, 1995). Results revealed that most coaches were mentored by more experienced coaches during both their athletic and early coaching careers. As a result, they gained valuable knowledge and insights that helped shape their coaching philosophies and enhanced all facets of their performance. Once they reached a level of expertise in their field, they themselves began to mentor athletes and younger coaches. The benefits of establishing structured mentoring programs for developing coaches and athletes are highlighted throughout the article.

KEY WORDS: Coaching, Mentoring.

Mentoring is a process that requires further research and is believed to lead to high levels of success in both personal and professional endeavors (Merriam, 1983). In sport, it is evident that the role of the expert coach entails more than teaching individuals how to shoot correctly or how to dribble

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Coaching and Mentoring need to be a part of a longer, more detailed process of continuous professional development. Every employee’s training and development should be taken into account. Their immediate supervisors must identify their individual areas for improvement and work on that. We believe that learning continues for life, so the teachers are expected to log in at least 40 hours of coaching and mentoring in an academic year. Usually, this is distributed between onsite mentoring and online coaching. Finally, the onboarding of the employees, their continued contribution and loyalty are determined by how well they are coached and mentored in the initial few months of their joining the organization. Here we discussed the importance, pros and cons of mentoring at work below.

**Why is Mentoring at work Important?**
An organization has many skilled employees who have mastered their domain knowledge and it is important that this knowledge is shared and not restricted to just one person. There is a thin line of difference between mentoring and coaching. Mentoring is all about sharing knowledge about a particular domain in which the mentor has expertise. This expertise comes with experience and is more of a practical on-job training process. Coaching is sharing knowledge about processes to help the employee achieve its goals.

**Disadvantages of Mentoring Program:**
A mentor and mentee as a team can help each other experience success for themselves and for the company. A mentoring partnership can be rewarding to both people, personally and professionally. It's an opportunity to develop communication skills, expand your viewpoints, and consider new ways of approaching situations. And both partners can advance their careers in the process. In this article, we'll look at what mentoring is, and discuss the reasons why you might enter into a mentoring partnership. Should you offer to help others, or ask for help from someone else or both? We'll also explain how mentoring differs from other types of professional career development relationships.

What Is Mentoring? Me...