

# Hockey Alberta Conference & AGM

---

## Mentorship Implementation



# What is “Mentorship”?

- Mentor: Someone whose hindsight can become your foresight.
- **Mentorship** is a personal developmental relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person. The mentor may be older or younger, but have a certain area of expertise. It is a learning and development partnership between someone with vast experience and someone who wants to learn.
- Lets call it “Coach Support”

# What is “Mentorship”?

- Mentoring is a process  
NOT an event
  - Selfless
  - Challenging
  - Honest
  - Consistent
  - Active listening
  - Supportive



# What is “Mentorship”?

Your LMHA Mentorship aka: Coach Support is designed to provide Minor Hockey Coaches with supplemental educational opportunities.

It is also designed to bridge a gap between elected volunteers, parents and coaches involved in making this game as much FUN as it can be for the *participants*.



# What Are The Needs of Coaches?

- These areas were at the top of the Alberta Coaches survey...
  - Seasonal Planning [what to teach and when]
  - Practice Planning/Practice Delivery
  - Dealing with Parents
  - Teaching Skills
  - Goaltending

# What Are the Goals for LMHA Coach Support Program?

*“Start with the end in mind”*

**Measurable** = Coaches feel they have guidance and support through the process

## LMHA Model

- Improve athlete development through the development of better coaching.
- Ensure coaches obtain the necessary skill to become effective teachers, leaders and organizers.
- Facilitate the sharing of knowledge and ideas between coaches, staff and all participants.

*“This is Borderline Reckless”*



# How Do You Build It?

- What does LMHA have internally?
- What are the needs of your Association for Coach Support personnel?
- Budget?
- Accountability/Buy in
  1. Mandatory coach meetings prior to category evaluations

# How Do You Build It?

Bullets for that meeting...

1. LMHA expectations and requirements for the Hockey Alberta level
2. LMHA Player Philosophy
3. Critical Path - Roles/Responsibilities
4. Online communication pathway
  - Chain of command



# How Do You Build It?

## 5. Resources

- Drill Hub
- Drill Book
- *Hockey Alberta Regional Centre's*

## 6. Evaluation procedures/responsibilities

## 7. League info/schedule etc.

# How Do You Build It?

## 8. Outline the LMHA Coach Support [mentorship] Program

### *Specifically...*

- **Why?** - revisit LMHA goals from model
- **What?** - 1 on 1 support
  - practice observations
  - game observations
  - Coach education sessions

# How Do You Build It?

- **When?** – structured and scheduled by LMHA

## *Examples:*

- Scheduled practice observations for all the LMHA teams [direct approach]
- Weekly goalie development sessions
  - **Who?** [the “Person”]
    - Internally
    - *Hockey Alberta Regional Centre's*
    - Steal from others LMHA's

# Table Question

Take 5 minutes to answer this question at your table. Document your answers on the provided recording sheet.

*What strategies do you or could you utilize to communicate your LMHA Coach Support plan and ensure accountability?*

# Seasonal Planning

- Hockey Canada Manuals
- Skills Inventory – what and when
- [GPMHA Yearly Plan](#)
- How to use these resources
- LMHA to acquire these for their coaches

# Practice Planning/Practice Delivery

- LMHA should be proactive in facilitating a model practice
- Resources are available from *Hockey Alberta Regional Centre's* for effective practice principles
- Practice observations
- Self evaluation documents also available from Regional Centre's



# Dealing with Parents

- Can the LMHA give the Coach the feeling that they have their back via the communication of coach expectations and parent expectations?
- Tools...
  - Parent meeting agenda [share the seasonal plan]
  - LMHA support of the coach when meeting the LMHA's expectations
  - A communication pathway and chain of command

# Teaching Skills

- Instructional Stream Clinics: Facilitated by trained instructors from Hockey Alberta. Available for set up through the *Hockey Alberta Regional Centre's*

- Skating
- Skills
- Developing Defensemen
- Small Area Games
- Goaltending



# Teaching Skills

- Internally at LMHA from the Coach Support group
- These sessions are designed to teach the Coach, not the player
- Can the Goaltending Instructional Stream Clinic “morph” into the LMHA goalie development guy? This is a way to start.

# Summary

- Help Coach Directors help your Coaches
- Do you have to do all this?
  - No! Hockey Alberta can help!
- Don't keep secrets...share!

