



# Triathlon Ontario Coach Mentorship Program

## Program Overview

Triathlon Ontario has identified a gap in the number of available qualified, experienced coaches and programs in Ontario for Olympic (draft legal) pathway athletes and an existing desire by coaches for professional development. Triathlon Ontario's Provincial Development Program ('PDP') has developed a coaching mentorship program to address this identified gap. The program is intended to meet the needs and objectives of practicing coaches who wish to develop the skill sets required to help move athletes successfully along the development pathway in accordance with Triathlon Canada's High Performance Plan and Long Term Athlete Development model. The program will run starting in January 2020 through to November 2020.

## Goals, Objectives and Outcomes

The desired goals, objectives and outcomes of the mentorship program include:

- Increase the number of knowledgeable development pathway coaches in the sport of triathlon that adhere to safe sport practices
- Develop coaches who create sustainable training environments that are; centred on technical and tactical knowledge of triathlon, emotional well being of athletes and coaches and physical development based on the long term demands of the sport
- Help coaches realize and focus on youth development programs as a successful business model
- Increase the number of coaches who have the knowledge and confidence to base programs on improving movement patterns through all three disciplines
- Increase the number of knowledgeable coaches in the Youth, Junior and U23 Olympic pathway
- Identify coaches who invest in professional development
- Create a supportive, professional and cohesive coaching environment throughout Ontario
- Encourage coaches to pursue structured professional development opportunities so they can reach their full potential as coaches

## Program Structure - Mentor Coach

Triathlon Ontario's Provincial Development Coach will be the designated mentor coach and will:

- Oversee and actively manage the mentorship program
- Ensure mentee coaches fulfill their responsibilities and commitments
- Offer guidance and support to mentee coaches in addition to providing clear detailed feedback
- Provide hands-on coaching opportunities with "Team Ontario" athletes during sanctioned camps, clinics and ITU race events

- Co-ordinate monthly video conference calls for coaches' discussion and technical assessment using technology used by the PDP
- Work with four-six coaches per mentorship period

### **Program Structure - Mentoree Coach**

The identified mentoree coaches will:

- Commit to a 9 to 12-month program on a volunteer basis
- Be actively coaching athletes in the Olympic (draft legal) pathway
- Be actively working towards or be NCCP Certified Triathlon coaches (competitive stream)
- Agree to participate in online and in-person training sessions with mentor coach as mutually planned either in a group or individually
- Agree to complete and submit any assignments, assessments etc. that are mutually agreed upon between the mentoring coach and mentee coach
- Agree to participate in sanctioned Provincial camps and clinics as mutually agreed upon in the role(s) specified by the mentoring coach
- Be an active Triathlon Ontario member