

# **MENTORSHIP VISION, STRATEGIC PLAN AND OBJECTIVES**

**CALGARY, 2017**

**VISION:** Calgary will have a large contingent of bridge players with excellent skill levels that are able to compete in North American competitions.

## **PURPOSE:**

- 1. To increase the skill level of bridge players in the Calgary Bridge Community.**
- 2. To give the opportunity to our skilled, intermediate and advanced bridge players to give something back to the game.**
- 3. To give our less experienced players confidence to play at games with more advanced players.**
- 4. To encourage our bridge players to study the game and cause brain cell growth as we age.**
- 5. To encourage our less experienced players to play more games per week and to improve their skills.**
- 6. To encourage our less experienced players to identify areas where they might need and require lessons.**
- 7. To help people develop a real passion for the game as they improve their skills.**

## **STRATEGIC PLAN:**

- 1. A group of bridge players, including directors and teachers will do the final matching of mentors and mentees to the best of their ability according to the information received on the application form and information received from teachers and directors.**
- 2. Those players who are not playing regularly will not be given mentors. They will be encouraged to play more regularly and apply for a mentor in 2018. However, we will make every attempt to find a mentor for every applicant.**
- 3. We will attempt to match bridge players with other bridge players who are slightly more advanced. For example, we will not match our less experienced players with people that have more than 1000 points.**

- 4. We will not match people with their regular partners. We do not encourage mentees to have the same mentor as the year before. We will attempt to match mentees to a mentor with a higher skill level. Please remember that master points are not necessarily an indication of skill level.**
- 5. We will give priority to those who had not had mentors in the preceding years.**
- 6. The Organizing Committee will not be responsible for organizing Club games for Mentors and Mentees. This will be up to the individual clubs.**
- 7. Mentees will be responsible for explaining their goals to their assigned mentor.**
- 8. We request that Mentors make every effort to play at least six games with their assigned Mentee.**
- 9. We request that Mentors and Mentees make time before and after the game to discuss what they want to work on during the game and to give feedback after the game. Reading assignments could be given following a game.**
- 10. Mentor/mentee pairings will not be formed for the specific intent of enabling the mentee to gain more master points. The program is not about points; it is about learning. The points will follow.**
- 11. Application forms for Mentees will be available on the Unit website to fill out and submit.**
- 12. Sign up for those who are willing to Mentor will be available on the Unit website.**
- 13. In the event we do not sign up enough volunteer mentors, members of the Organizing Committee will contact intermediate and advanced players to ask them to participate.**
- 14. Mentees with more than 50 points (points are as variable as the skill level) are expected to be willing to mentor a novice.**
- 15. When a person is assigned a mentor, it is expected that the “mentee” will give up regular games with his/her partner in order to play with his/her mentor.**
- 16. If a player with more than 50 points requests a mentor and does not have time or is not willing to mentor another player, their request for mentorship will have lower priority.**
- 17. If there are unforeseen circumstances in your life such as illness and you find that you cannot complete your mentoring, please contact Nancy Stewart as soon as possible.**

## **GUIDELINES FOR MENTORS:**

- 1. Mentors should be committed to the Vision of improving the quality of bridge in Calgary.**
- 2. Mentors should be willing to spend a little extra time with their Mentees before or after the game: email can be a terrific help.**
- 3. We expect that the Mentors will not criticize the Mentee's play during the game. Instead, they will make notes so that a post meeting can be held to discuss one or two items.**
- 4. We expect that the Mentors will not overwhelm their Mentees by introducing too much new information at once.**
- 5. We expect that Mentors will work hard to give positive re-enforcement to their Mentees as often as possible. Remember your partner is never wrong.**
- 6. We might ask you to mentor another player, if you have more than 50 points and receive a mentor. Exceptions will be made according to special circumstances.**
- 7. It is expected that the "mentee" might have to give up regular scheduled games with partners in order to accommodate his/her Mentor's schedule.**

## **FEEDBACK AND THE PRESENT SITUATION IN OUR UNIT**

- 1. We are unable to provide a formal mentorship program for our intermediate players with over 500 points at this time. It is our hope that advanced players will volunteer to play games with intermediate players having more than 500 points. Intermediate players are encouraged to ask experienced players for a few games.**
- 2. This year, we had a number of "mentees" who were reluctant to give up their games with their partners in order to play with a mentor.**
- 3. This year, we had members who received a "mentor" but did not complete their games with their own "mentees". This happens sometimes because of an illness.**
- 4. Not all the applicants who request a mentor will receive a mentor in the same year; that being said, last year we were able to give everyone a mentor who applied by the deadline of June 30.**
- 5. We hope to find some advanced players who are willing to take on more than one Mentee and we do recognize the work that is involved in this activity.**

- 6. Those advanced players who agree to mentor others but receive no mentor themselves will be compensated by some free plays at the clubs which will be fully subsidized by the Unit.**
- 7. The mentees must not pay for the Mentor's bridge fees.**
- 8. Extensive phoning will be needed to effectively match Mentors and Mentees.**
- 9. In spite of our best efforts, we recognize that not all matches will be as effective as we would like.**
- 10. Many Mentees have expressed a desire for the program to continue throughout the year and this would have to be with the approval of the Mentors.**
- 11. Confining the program to the fall months presents a problem to some of our players. Therefore, we are flexible as a committee. If you wish to start the mentoring process in the summer, this is perfectly acceptable. Also, if you are not able to finish by December, please know that you are able to work with your mentor/mentee during the months of January and February.**