

MENTOR/MENTEE PROGRAM 2010
FOR BRIDGE PLAYERS IN CALGARY

(PRIORITY: 500 MPS OR LESS)

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 in order 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 at this time will not be given mentors. They will be encouraged to play more regularly and apply for a mentor in 2011. 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 slightly more advanced. For example, we will not match our less experienced players with people with over 1000 mps.
4. We will not match people with their regular partners. We will try not to match people with equal skill levels.

- 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 Mentor.**
- 9. We request that Mentors 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. Assignments that are made will not be done so that specific combinations will have bigger chances of gaining more master points than others. The program is not about points; it is about learning. The points will follow.**
- 11. Application forms for Mentees will be available at all clubs.**
- 12. A sign up list for those who are willing to Mentor will be available at all clubs.**
- 13. Members of the Organizing Committee will contact intermediate and more advanced players to ask them to participate in the program if we do not get enough volunteers.**
- 14. We are planning to send out periodic Newsletters to the Mentors to assist them wherever 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 try and introduce too many new things to their Mentee at the same time.**

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. If you have more than 100 points and receive a mentor, we would like you to mentor a beginner. Exceptions will be made according to special circumstances.

OUR CHALLENGES:

1. We do not have enough senior and advanced players to meet the needs of all our intermediate players who would like mentors. It is our hope that our advanced players will volunteer to play games with intermediate players who have more than 500 master points. Players with more than 500 master points should approach our more experienced players and ask them for a few games.
2. 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.
3. 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.
4. 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.
5. Extensive phoning will be needed to effectively match Mentors and Mentees.
6. In spite of our best efforts, we recognize that not all matches will be as effective as we would like.
7. 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.
8. 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.