
HELPING HANDS MENTOR PROGRAM

**Empowering riders through
mentoring partnerships!**



Photo Credit Eric Lloyd Photography

**GET READY TO PUSH YOURSELF
TO REACH YOUR GOALS!**

Dressage WA is proud to introduce our
new mentor program in 2020.

**WILL YOU BE A MENTOR OR A
MENTOREE?**



OUR AIM

The aim of this program in 2020 is to empower riders through mentoring partnerships with supportive and motivating role models to develop focused goals and directions and to strive for higher levels of performance. The program is also a great experience for mentors, many of whom appreciate the chance to give something meaningful back to the industry.

WHAT IS MENTORING?

Mentoring encourages and supports riders to manage their own learning, maximise their potential and develop their skills and performance. Mentoring can be defined as a two-way partnership which may encompass role modelling, supporting and appraising, or being a buddy depending on the needs of the mentee and the capabilities of the mentor.

DEFINE ROLES AND EXPECTATIONS

Helping Hands Mentoring Program will be more successful if both the mentor and mentee understand what is expected of them from the beginning. Mentors should be staff with good communication and leadership skills. A mentee needs to be comfortable raising a range of issues with their mentor without worrying about judgement.

WHO CAN BE A MENTOR?

Mentors should have a broad range of equestrian experiences and display a strong understanding of dressage. It is vital that mentors are committed to the development of their mentee and are prepared to be involved in all aspects of the program. The main role of a mentor is to provide their mentee an alternate source of support and development expertise other than that which is offered by their coach, family, friends or club. Mentoring has a unique role to play in rider development. It gives riders special access to someone with varied experience and background. Mentors are required to abide by the EA Code of Practice at all times.



BENEFITS FOR MENTORS?

- Sharing experience and knowledge and watching the protégé develop
- Improving communication with other riders and people in the dressage community
- Renewed enthusiasm in a long-term profession or goal
- Opportunity for discussion with people who have fresh perspectives and who are not already part of the established thinking

WHO CAN BE A MENTEE?

Mentees are riders already competing in dressage at any level. For the mentoring process to succeed, mentees need to:

- Take responsibility for their own learning and development
- Be open to different perspectives
- Take on the challenges and tasks set as part of the program
- Be able to accept appropriate feedback





BENEFITS FOR MENTEES

- Development of self confidence
- Recognition and satisfaction
- Development of a support network
- Opportunity to develop a broader understanding of one's role in the (dressage) community
- An insight into the culture, rules and unwritten rules existing within the (dressage) community
- Access to a "safe" environment where success and failures can be evaluated
- A smoother transition from newbie to seasoned competitor
- Increased networking opportunities

PROGRAMME STRUCTURE

- Minimum of one 15 minute phone call monthly (February-November)
- Attendance to the DWA Riders Forum
- Attendance to the DWA Helping Hands Mentoring Workshop

HOW ARE THE MENTORS & MENTEES MATCHED

DWA will review all applications submitted by both potential mentors and mentees. They will be matched according to participants' objectives and backgrounds. The committee will attempt to match participants where there is no obvious potential conflict of interest. As an additional safeguard the mentee and mentor will be contacted and their consent is required before the program commences.



CAN I WITHDRAW AT ANY TIME?

The mentor or mentee can withdraw from the program at any time. Please providing notice in writing.

However, we expect you complete the program in good faith.

HOW TO PARTICIPATE IN THE PROGRAM

Please send and Expression of Interest to suzanne.simons@hotmail.com

Be sure to advise on if you wish to be a mentor or mentee.

Your Expression of Interest should include a short statement on:

- What you would like to get out of a mentoring relationship; and
- The main things that you can offer as a mentor; or
- The main areas you would like to grow or develop as a mentee.

IT'S TIME TO STEP UP AND APPLY!

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www.dressagewa.org

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