

Tiffin University MBA: Individual Career Development Plan For Mentoring Partnerships

Mentor: Joe Zemaitis

Mentee: Matt Campbell

Short Term Goals:

- Transition the branch from the old coaches practices to my own creating a strong team environment.
- Become USA Swim Coach Certified
- Qualify 50% of swimmers to Age Groups States.

Steps to take to meet short term goals:

Goal 1

- Slowly implement new sets to the swimmers based on level of work as not to scare/intimidate swimmers on the change.
- Make sure that the point of my practices is known and everyone is on the same page.

Goal 2

- Begin online coursework as soon as possible.
- Learn the ins and outs of how USA swimming is conducted.
- Schedule in person assessments around current working schedule.
- Organize all certificates prior to submission.

Goal 3

- Follow the practice plan as much as possible and make changes when necessary to benefit swimmers.
- Be a motivator and portray the energy I want out of them through my attentiveness to detail.
- Prepare the swimmers to race their race.

Mentor's suggestions/guidance for short term goals:

-The need to understand the variety in skill level and how I need to approach the team.

-Become a mentor and not a personal friend.

-Always be open to learn new things and make changes.

-Attack the USA classwork just like college and get it done before it is too late to attend meets that you would like to go to.

-Contact Joe when I am ready for in water skills portion.

-Commit myself to the team and get the same commitment from them.

-Work hard and have fun.

Steps mentee will take before next meeting with mentor:

-Will implement my training methods to my swimmers.

-Complete all online work I can prior to setting up in person session.

-Work to the level I want my swimmers to.

Date Discussed 10/04/19

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Medium range goals (1-3 years):

- Work as a head coach at a branch of a well known swim club.
- Educate myself in every training method I can and use all the resources at hand.
- Achieve ASCA Level 2/3.

Steps to take to get there:

- Make the most of this mentorship to build my resume and get my name out there in the area.
- Learn from not only the coaches I have within my program, but outside resources such as Ritter Sports.
- Apply for an ASCA membership and train athletes to meet the requirements.

Mentor's suggestions/guidance:

- Establish your face and your message to the parents as well as the athletes. Growth in reputation starts with the families and staff.
- Watch youtube, research the best coaches, and do not take everything you hear as the best way for you to coach since only you know how to do that.

Long range goals (3-10 years):

- Coach at the collegiate level for an assistant coach for 2-3 years.
- Move into a head college coaching role.
- Backup plan would be to run my own club in my vision.

What options does mentee have to consider in order to reach those goals?

Mentor's suggestions/guidance for long range goals:

-Apply to every school that you believe would be a good place for you to grow.

-Location may not matter and moving around is part of the experience.

-When it comes to finding that one place you want to call home you need to sell yourself and be confident.