



CALL FOR PARTICIPANTS

MENTORS

ABOUT US

The SWinG partnerships is made of "*inclusion riders*" and "*champions for equality*" who recognise the need to bring in more diversity in the boardroom of sport organisation.

We firmly believe that the best ways to leverage the potential of sport organisations across Europe is to invest in emerging women leaders who have the most potential to become influential leaders at regional, national and European level.

MORE INFO P.4

WHAT

The SWinG mentoring scheme has been designed as a **mid-term transformative change programme**. With this scheme we want to encourage more women to step up in sport by providing them the support and network they need and deserved.

MORE INFO P. 2



WHO

The **20 to 25** selected **mentees** will come **from all over Europe**. They are emerging women leaders on their journey towards elective decision making position in sport at all level.

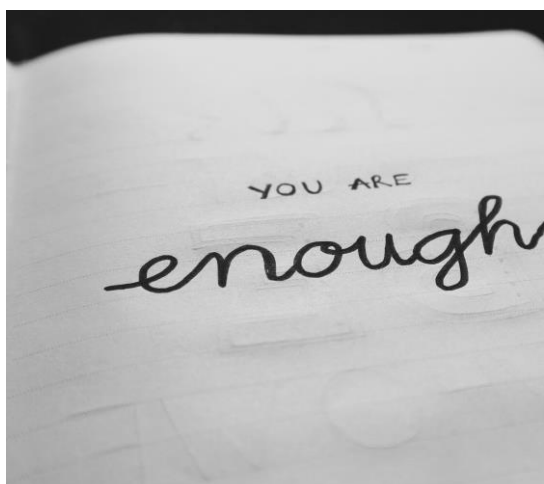
MORE INFO P.3



HOW

The SWinG Mentoring Scheme has been **developed by recognised experts** and will run for a bit more than **2 years** (Sept 2019 – October 2021).

MORE INFO P.4







Co-funded by the Erasmus+ Programme of the European Union

WHAT YOU WILL GAIN

The SWinG support system

It is our wish that the SWinG mentoring experience will bring you:

-  **A chance to be inspired and motivated.** *Studies have shown the interest of the mentoring approach and of mentors feel privilege to pass on knowledge and valued as agent of change while accompanying mentees.*
-  **A unique experience to expand your network beyond your traditional sphere.** *Through the project you will meet all the mentors coming from all over Europe once and have chance to meet again at various point in time. This will be a special room for you to exchange of good practices with like-minded leaders evolving in the different areas.*
-  **An opportunity to get new learning about the sport context.** In particular, we will make sure you discover fun ways of being physically active at the workplace.
-  **Media exposure through your CSR engagement.** *SWinG is co-funded by the European Union Erasmus+ Programme meaning some wider exposure through the European Union network and channels. In addition, the partnership will make sure to promote the stories of every mentor so you can reap the reward of your commitment*



SWinG Call for participants –
MENTORS

www.gamechangeher.org

*"Do you have a desire to leverage the playing field for women?
#BeTheChange you want to see in the world."*



Who are we looking for?

The SWinG mentor

We expect the SWinG mentoring scheme to be particularly attractive and relevant to you if:

- 👤 **You are an agent of change**, willing to share and provide a chance to a woman to access leadership position in sport.
- 👤 **You are a pioneer and willing to test new approach.**
- 👤 **You are willing and able to advise on methods to** finding an appropriate work/home/associative life balance.
- 👤 **You are enthusiastic about helping someone forge the skills she will need to go the extra mile** (in particular leadership, strategic planning, fundraising and coalition building skills).
- 👤 You are confident **understanding and communicating in English**

You do not have to be FLUENT but we want to make sure you will be able to make the most of the opportunity.

All in all, it is anticipated that the experience will be a two-way street where mentors will learn just as much from the experience as the aspiring leaders.

The SWinG mentee

You will be matched with one mentee.

The SWinG mentee will:

- 👤 Be a woman aged 18+.
- 👤 Have a vision or things to say and ideas to share but find it hard to make her voice heard.
- 👤 Want to get access to strategic and change-making decision role within sport institutions at LOCAL, REGIONAL, NATIONAL OR EUROPEAN AND INTERNATIONAL level and is committed to run for election.

The selection procedure (*made by a selection committee selected within the project partnership*) will ensure:

- 👤 Diversity of participants (geographical, cultural background, age)
- 👤 Participants are willing to take part in a pilot training and thus to test the courses/modules.
- 👤 **A solid match between the mentor and the mentee**

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What to expect

The SWinG Methodology

The SWinG Mentoring Scheme will run for 25 months (Sept 2019 – October 2021) and will include:

- 📍 An opening 1-day intense Orienteering Session gathering all the mentors in France on 4th October 2019
- 📍 Regular talks and meetings with your mentee including as a minimum:
 - Local face-to-face (where possible) "get-to-know" meeting *in December 2019*
 - An Immersion/Study visit in the company *in March 2020*
 - An Immersion/Study visit in your targeted sport organisation *in May 2020*
 - Local face-to-face (where possible) "follow-up/where are you" meeting with mentor *in March 2021*
- 📍 An Online community
- 📍 A life-long access to the SWinG tools and network

Cost of participation

- 📍 The Mentor Orienteering session will take place on 4th October 2019. Through the EU funded project we are delighted to be able to cover:
 - Your subsistence costs (lunch & cocktail drinks)
 - Your travel cost (economic class) with a maximum of 200 euros (to be booked by you and then reimbursed)
- 📍 As for the mentee, there is NO FEE to take part to the scheme! **SWinG is totally FREE.**

What we expect from the mentees in return is to help the partnership assess what works and what does not and to develop their Elective Action Plan.

ABOUT SWiNG

SWinG is an ambitious 3 years project, co-funded by the Erasmus+ Programme and led by the French Federation for Company Sport.

With the SWinG project, 10 partners are joining forces to identify and nurture women emerging leaders and empower them to become real actors of change, **CHANGE** and **DECISION MAKERS** in the sport and physical activities sector.

The aim of the unique partnership gearing the project is to act as a **CATALYST FOR CHANGE** in gender mainstreaming while giving a tremendous boost to the access of women to change-making positions in sport governing bodies. The project will promote Executive Board as an option for women volunteers in sport while also focusing on motivation, training, and skills development for the participants.).

Women in sport,
where are they?

Women and girls are still facing a glass ceiling as progress on women's access to leadership positions remains limited.

The Reality

MEN vs WOMEN

69% 31%

Executive Board Members at IOC - 2018

93,7% 6,3%

President of National Olympic Committees - 2018

93,9% 6,1%

President of Recognised International Federations - 2018



SO WHAT?

Is there so few women interested in sport and skilled to lead?

We do not think so!

With **SWinG** we will create solutions.

Join us ! **APPLY NOW** as mentor