



Project BOOST

Info Pack for Mentors

BOOST Mentoring Program



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1. Introduction to the Mentoring Programme

The BOOST Mentoring Programme is a structured, time-bound initiative aimed at empowering emerging leaders and practitioners in the field of **sport for social impact (S4SI)** across Europe.

The purpose of the mentoring relationship is to provide targeted, professional support that helps them plan, implement, or strengthen this initiative within the context of S4SI.

Rather than offering general career development or open-ended coaching, the mentoring is designed to be practical, time-bound, and project-focused. Mentees participating in the BOOST Mentoring Programme are expected to apply for mentoring with an idea for specific project or activity in mind. Applicants should also be able to describe the project they intend to work on, the social impact they aim to achieve, and the type of support they are seeking from a mentor.

Through entirely online guided mentorship, the programme seeks to enhance individual capacity, expand networks, and support the successful implementation of targeted S4SI projects over a 6-month period (Mar 2026 – Oct 2026).

1.1. The benefits for you

Do you want to give back to your community and work with ambitious, proactive people from across Europe? As an experienced professional with a track record of successful social impact projects in the sports field, perhaps you want to step up your game and take on the role of mentor to people taking their first steps in this sector.

If this is the case, you have the opportunity to benefit yourself, others and entire communities by becoming a mentor on the BOOST Mentoring Programme. Join the programme to:

- Make an actual beneficial contribution to a newcomer in the S4SI sector by sharing your experiences and guiding them towards the implementation of an impactful project or a business idea
- Expand your horizons by working closely with new people of all backgrounds and with various expertise, which could be enriching
- Develop/enrich your leadership and mentoring skills
- Become part of an international community, dedicated to a common cause
- Create impactful and long-lasting relationships through networking and connecting with like-minded people from all over Europe





1.2. Programme objectives and goals

The central objective of the BOOST programme is to strengthen the skills, competencies, and professional networks of selected mentees. This is achieved by pairing them with experienced mentors who can provide tailored guidance and support. The overarching aim is to empower mentees to successfully deliver a time-limited, strategically significant project or initiative aligned with the values of sport for social impact.

By the end of the programme, mentees should demonstrate improved professional confidence, stronger leadership abilities, and practical progress on their respective projects. Mentors, meanwhile, will contribute to sector development and gain personal fulfilment by sharing their knowledge and experiences.

1.3. Enrolment

You can apply through the following link: <https://forms.gle/HfWUQXADdcf6Ljqj6>

The BOOST team will contact only people, selected for the program.

Disclaimer! While the programme has a European focus, there are no formal restrictions on participation based on nationality or location, as the mentoring program will be entirely online, though strategic priorities may influence final selection of participants.

2. Mentor Selection Criteria

Mentors will be chosen based on the following criteria:

- **Experience Level:** Includes years in a relevant role, leadership experience within S4SI, or subject matter expertise.
- **Skills and Knowledge:** A combination of technical competence, communication ability, and emotional intelligence.
- **Availability:** Willingness and capacity to commit time to the programme over the 6-month duration.
- **Motivation:** A personal interest in mentoring and a desire to contribute to the development of others.
- **Track Record:** A history of effective leadership, coaching, or mentoring roles.





3. Mentor-Mentee Relationship

3.1. Matching Strategies

Matching between mentors and mentees will be conducted with attention to:

- Similar fields of work (e.g., sport type, geography, or social development goal)
- Alignment of mentee needs with mentor expertise
- Personal compatibility, including working styles and communication preferences

The programme organisers will be making the matchmaking, relying on application information to identify and create optimal participant pairings.

3.2. Mentoring Format & Structure

- The primary format of the mentoring will be one-on-one (1:1) relationships.
- Each mentor will be paired with a mentee for the full duration of the programme.
 - This traditional mentoring approach is highly personalised and allows for deep developmental engagement tailored to the mentee's goals and challenges.

Mentoring sessions (within the pairs) can be scheduled using several different models:

- **Rolling Mentoring:** Time-based check-ins, such as monthly sessions, to maintain regular progress.
- **Content-Related Sprints:** Clusters of sessions tied to specific themes or challenges.
- **Expertise-Specific:** Sessions are called when a mentee requires specialised input from their mentor.
- **Milestone-Related:** Sessions are planned around key points in the mentee's development plan.
- **Hybrid Model:** Mentors and mentees are presented with these options and supported in designing a schedule that suits their unique context.

At the start, pairs will follow a **centralised structure**. This includes clear expectations, timelines, scheduled mentoring sessions, and defined goals. Such a structure is especially important in the early stages of the mentoring relationship, as it helps to **build initial trust, understanding, and a shared rhythm between mentors and mentees**. Participants will be provided with tools such as training sessions, and guidance documents to establish a strong foundation.

As the programme progresses and relationships solidify, the mentoring format can gradually transition to a **mentor/mentee-driven model**. In this phase, **pairs are encouraged to shape their own mentoring journey based on their specific needs, availability, and developmental goals**.





3.3. Oversight and Quality Assurance

To ensure the effectiveness, consistency, and accountability of the mentoring relationships, the BOOST programme will implement **a series of oversight mechanisms** designed to support both mentors and mentees throughout the 6-month journey.

A key tool in this process will be **mentoring session reporting sheet**, which each mentoring pair will be encouraged to complete after every session. This sheet will document the topics discussed, actions agreed upon, and any immediate outcomes or insights gained.

In addition to the reporting sheets, the programme will explore the development of further support tools to deepen reflective learning and strengthen feedback loops. These may include:

- Progress tracking templates, aligned with the mentee's development plan, to visualise growth over time.
- Reflection journals to help mentees and mentors think critically about their experiences and learning.
- Quarterly surveys to gather feedback on satisfaction, relationship quality, and areas for improvement.
- Optional check-ins or supervision sessions with programme coordinators to provide additional guidance or troubleshoot issues early.

Together, these mechanisms are designed not to control the mentoring relationship, but to enhance its quality, transparency, and developmental impact.

4. BOOST Mentoring Program Timeline

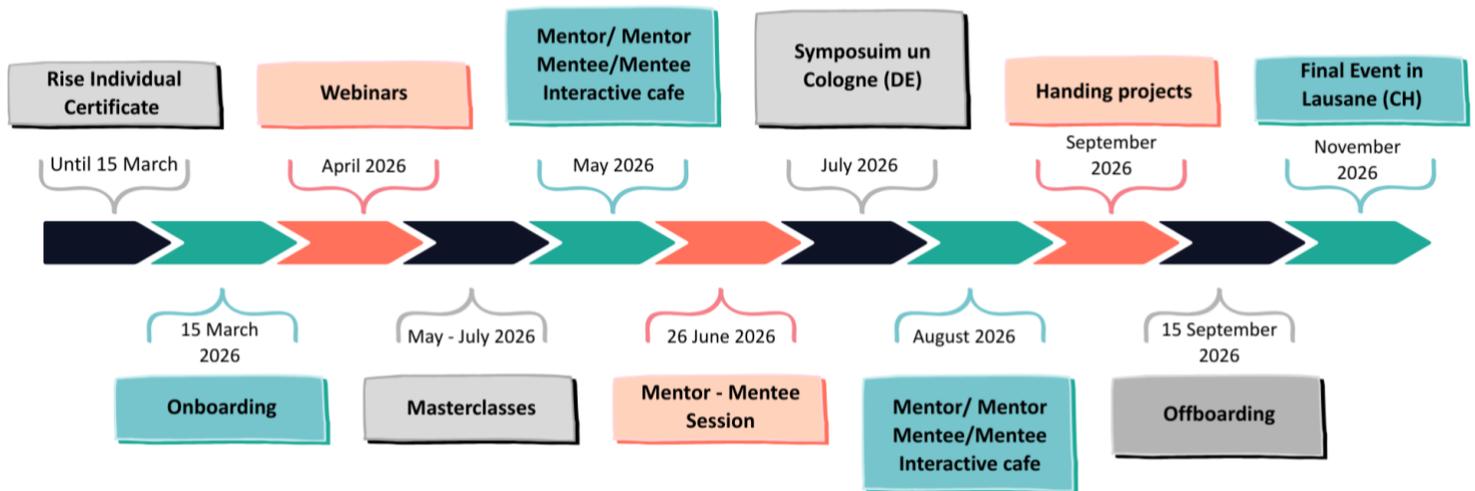
As already mentioned, the mentoring phase of the programme will take place over a 6-month window, running from **March 2026 to September 2026**. Within this period, the duration and intensity of the mentoring relationship will be flexible. Each mentor-mentee pair can decide what level of engagement is most useful to them – whether that means meeting monthly throughout the full 6 months, or having a shorter, more concentrated series of sessions over a few weeks or months.

This flexibility allows mentoring to adapt to the unique pace and needs of each project/pair. What matters most is that the mentoring is goal-oriented, meaningful, and contributes directly to the mentee's project progress and learning journey.





BOOST timeline



5. The Mentor's Workload and Events

Each mentor will have a mandatory workload of 18 hours across the 6-month programme (equivalent to approximately 2.5 working days). This workload ensures mentors are fully prepared, supported, and engaged throughout their mentoring journey.

5.1. Mandatory Mentor Activities (Total: 18 hours)

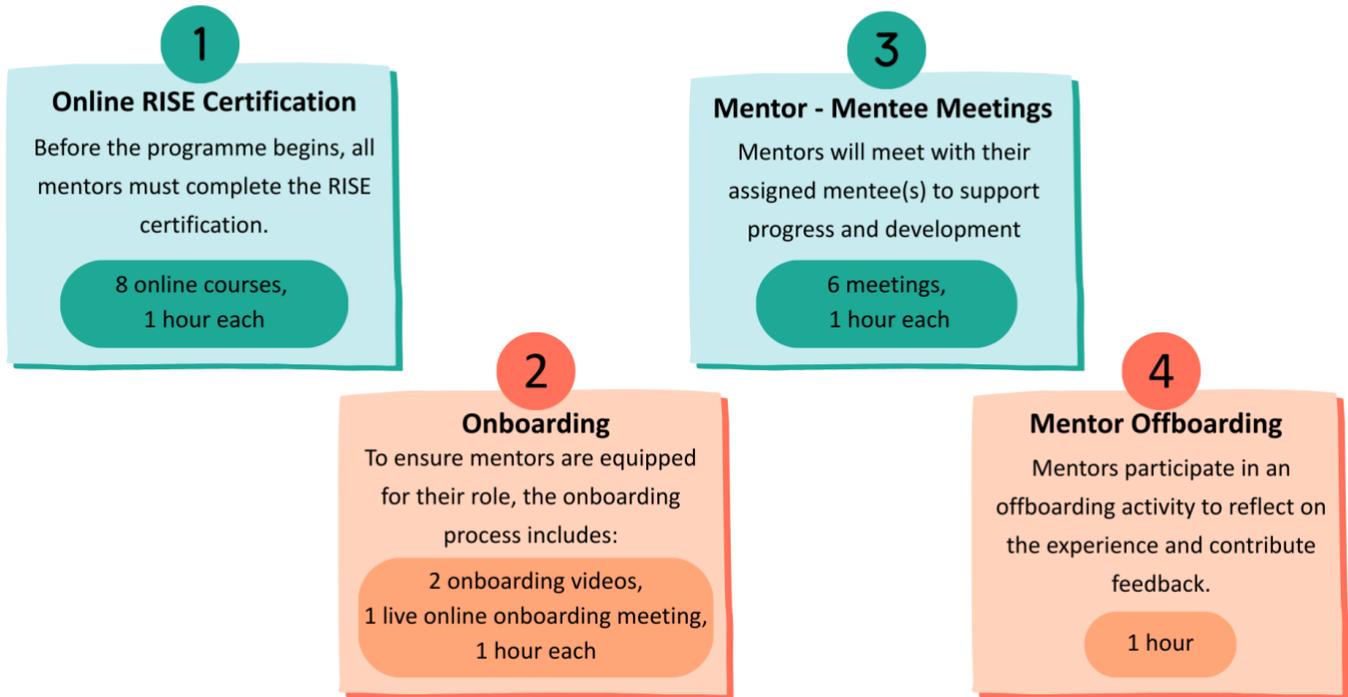
Each mentor is required to complete a total of **18 hours of mandatory activities** over the six-month programme, ensuring they are fully prepared, supported, and engaged throughout their mentoring journey. Before the programme begins, mentors must complete the **RISE certification**, which consists of eight online courses of one hour each, totalling 8 hours.

The onboarding process further prepares mentors through two onboarding videos (one hour each) and one live online onboarding meeting (one hour), adding up to 3 hours. During the programme, mentors are expected to meet regularly with their assigned mentee(s), participating in six one-hour meetings, totalling 6 hours. Finally, at the end of the programme, mentors take part in a one-hour offboarding activity to reflect on their experience and provide feedback. This structured 18-hour workload supports mentors in delivering high-quality guidance and contributing meaningfully to the overall programme.





Mandatory Mentor Activities



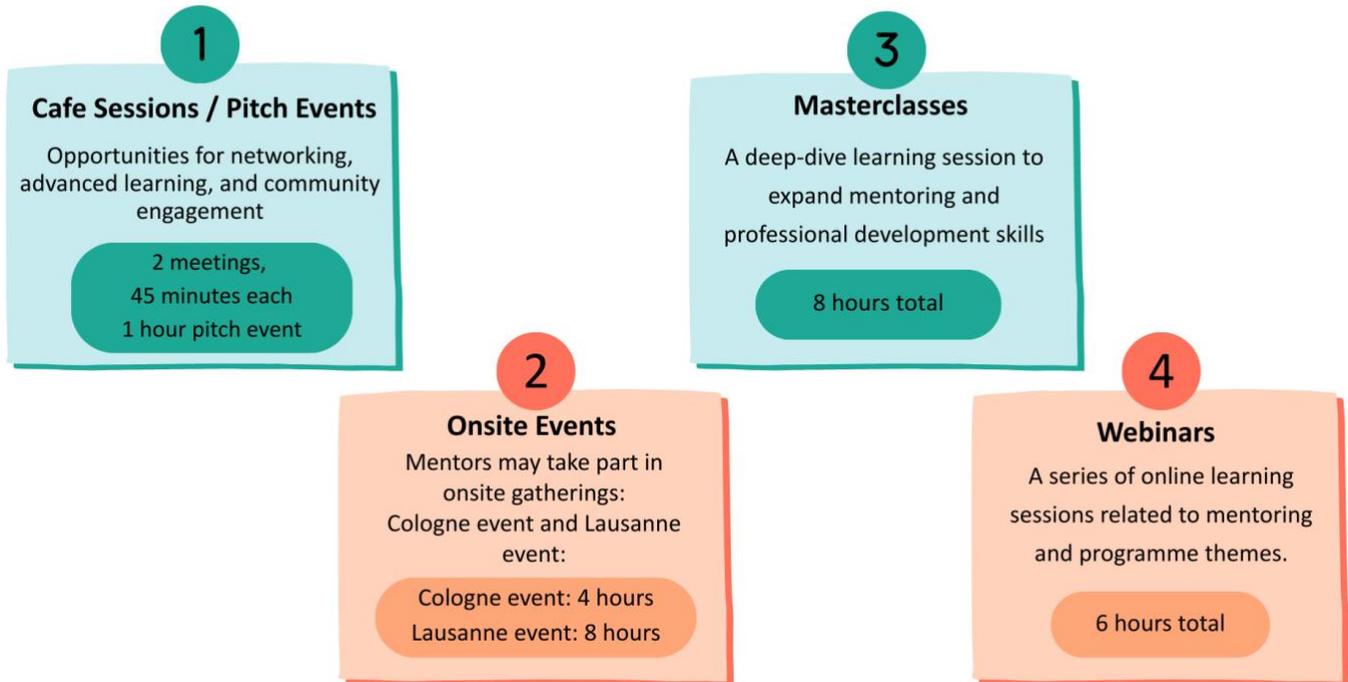
7.2 Optional Mentor Activities

Mentors are encouraged, though not required, to take part in additional programme activities that offer valuable opportunities for networking, advanced learning, and community engagement. Optional activities include **two Café Sessions**, each lasting 45 minutes, and a **one-hour Pitch Event**. Mentors may also participate in **onsite events** of up to 12 hours in total, including a 4-hour gathering in Cologne and an 8-hour event in Lausanne. For those seeking deeper skill development, an **optional Masterclass** is available, offering an 8-hour intensive learning experience focused on mentoring and professional growth. Additionally, mentors may join **optional webinars**, totalling 6 hours, which explore topics related to mentoring and programme themes. These optional activities enhance the overall mentoring experience and support continuous personal and professional development.





Optional Mentor Activities



6. Additional learning for Mentors and Mentees

6.1. Group Interaction

In addition to the core one-on-one mentoring relationships, the BOOST Mentoring Programme places strong emphasis on **group-based interaction** as a vital element of the overall learning journey. These group engagements are designed to cultivate a sense of community, facilitate peer support, and amplify individual development through shared reflection and learning.

While each mentor will guide their mentees through a personalised path, both will also become part of a broader, international learning community. This collective dimension helps counter isolation, especially for those working in smaller organisations or in emerging roles, and creates opportunities to connect across cultures, contexts, and career stages.

The programme includes several structured group activities designed to enrich the participant's experience:

- **Two mentor-to-mentor gatherings:** These sessions are intended for mentors to reflect on their own experiences, exchange effective mentoring strategies, and identify shared





patterns or learning needs emerging from their mentee relationships. They also serve to strengthen professional ties and build a more connected S4SI leadership network.

- **Two joint mentor-mentee sessions:** These sessions will bring together all mentors and mentees in facilitated workshops or discussions. They will focus on collective reflection, cross-generational learning, and collaboration around key themes in sport for social impact. These moments also reinforce the sense of belonging to a supportive and purpose-driven group.

6.2. Monthly Open Learning for All

In addition to the structured group sessions, the programme will offer **monthly online webinars/masterclasses** that are open not only to BOOST mentors and mentees, but also to the wider community of individuals interested in the [RISE Network](#) and the broader field of sport for social impact.

Each webinar/masterclass will provide a **deep dive into a specific S4SI topic**, combining expert input with interactive dialogue. Topics may include designing inclusive sport programmes, impact measurement tools, intersectional leadership, funding strategies, digital transformation, or safeguarding best practices.

6.3. Educational Materials for Mentors and Mentees

As part of the BOOST Mentoring Programme, a curated set of educational materials and resources will be developed and made available to both mentors and mentees. These materials are central to the programme's objective of equipping participants with the knowledge, tools, and frameworks necessary for impactful mentoring and practical implementation of Sport for Social Impact initiatives.

The educational materials serve multiple functions:

- **Orientation and onboarding:** To prepare mentors and mentees for their roles, expectations, and the mentoring process.
- **Capacity building:** To support mentees in strengthening their professional competencies and designing effective S4SI projects.
- **Guidance and structure:** To provide a common language, shared reference points, and structured tools that enhance the mentoring journey.
- **Reflection and development:** To foster self-assessment, critical reflection, and planning throughout the programme.

These resources will be integrated into the mentoring journey from the outset, including during the kick-off phase, and remain accessible throughout the programme.





The educational materials will address both core learning themes and practical implementation topics, structured around the two main development pillars of the programme: Organisational Architecture and Programme Impact.

Key themes include:

1. Mentoring and Relationship Building

- Introduction to mentoring: roles, responsibilities, and boundaries
- Building trust and rapport
- Communication skills and active listening
- Setting goals and maintaining momentum over time
- Tools for mentoring session planning and reflection

2. Organisational Architecture

- Strategic planning for S4SI organisations
- Fundraising and financial sustainability
- Human resource management and team development
- Communication and stakeholder engagement
- Governance, leadership, and decision-making structures
- Risk management and operational sustainability

3. S4SI Programme Design and Implementation

- Designing sport-based interventions for social impact
- Aligning programmes with the UN Sustainable Development Goals (SDGs)
- Measuring and demonstrating social impact
- Tools for needs analysis, stakeholder engagement, and solution development
- Design thinking methodology: from challenge exploration to implementation

4. Good Governance and Safeguarding

- Principles and practices of ethical leadership
- Safeguarding policies and procedures
- Accountability, transparency, and integrity in S4SI delivery
- Avoiding unintended negative outcomes in programme implementation

5. Inclusion, Diversity, and Sustainability

- Promoting inclusion and equity in sport-based interventions
- Gender equality and the empowerment of underrepresented groups
- Environmental sustainability in S4SI operations





- Digital transformation and accessible education tools

The educational resources will be delivered online in a variety of engaging and accessible formats, such as:

- Practical handbooks and implementation guides
- Video-based learning modules and recorded expert inputs
- Templates for mentoring session planning, development plans, and self-assessment
- Interactive online tools and shared documents hosted in a digital collaboration hub
- Reflection journals and progress tracking worksheets

The materials are designed to be highly applicable and user-friendly, particularly for busy professionals working in grassroots sport environments. *These resources are not intended to replicate academic study programmes, but instead to provide on-the-ground learning that can be directly applied within the context of the mentees' own projects and organisations.*





7. Important Information & Contacts

**Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.*

If you have any questions about the project, the mentorship programme, this Info Pack or anything else related, please contact the **Mentor Contact Person** of the BOOST Project:

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➔ Visit project [BOOST's website](#)

Are you ready to embark on this journey?

[Apply Here!](#)

We are looking forward to welcoming you in our mentoring program and to create positive impact in the Sport for Social Impact sectors across Europe together!

