



HOCKEY MANITOBA OFFICIALS MENTORSHIP PROGRAM

Mentor Recruitment & Information Guide

Mentor Recruitment

Help Develop the Next Generation of Officials

Officials are an essential part of the game. Through mentorship, experienced officials can help new and developing officials build confidence, improve skills, and remain involved in hockey. Every official remembers the people who helped them early in their officiating journey. The Hockey Manitoba Officials Mentorship Program seeks to build a network of dedicated mentors across the province who are committed to supporting grassroots and development officials. Mentorship helps improve retention, confidence, rule application, professionalism and overall development.

Why Become a Mentor?

Mentorship provides an opportunity to give back to the game while helping shape the future of officiating in Manitoba. Mentors support young officials, improve officiating standards, encourage positive experiences, build confidence, and strengthen local officiating programs. By becoming a mentor, you help officials remain engaged and continue developing.

Who Can Become a Mentor?

Regions are encouraged to identify officials who demonstrate strong rule knowledge, professionalism, leadership, effective communication, positive attitudes, and a willingness to support the growth of others. Current officials and retired officials all have valuable contributions to make.

What Does a Mentor Do?

Mentors observe games, provide constructive feedback, conduct pre- and post-game discussions, answer questions, share experiences, help officials establish goals, monitor progress, and build confidence. The purpose of mentorship is development rather than evaluation.



Mentorship Areas of Focus

Positioning, communication, rule knowledge, game management, confidence building, and professional habits are key areas mentors should focus on when supporting officials. Many new officials are youth officials who may be working on their first games. Mentors can create a welcoming environment, provide encouragement, reinforce confidence, and help retain officials by ensuring they feel supported.

How much feedback should be provided?

Focus on one to three key development areas rather than overwhelming officials with excessive feedback.

Is the mentorship program an evaluation program?

No.

Mentorship is intended to be developmental, not evaluative. Mentors focus on supporting learning, confidence building, and skill development rather than assigning ratings or making advancement decisions.

Ready to Become a Mentor?

The program supports regional officiating development while allowing each region to manage mentorship locally. Hockey Manitoba and the mentorship committee provide guidance, resources and support to Regional Referee-in-Chiefs and mentors.

If you are interested in becoming involved as a mentor, contact your Regional Referee-in-Chief (RRC), Hockey Manitoba Officiating Program staff, or a member of the Hockey Manitoba Mentorship Committee. Your experience can make a lasting difference in the development of officials across Manitoba.