



Regional Mentorship Communication and Support

Regions currently receive a \$5 mentorship kickback from Hockey MB, with each region having a designated amount available to support mentorship activities. The role of the Mentorship Working Group is not to manage regional mentorship funds, but rather to maintain communication with the regions and support the ongoing success of the mentorship program.

Responsibilities of the Mentorship Working Group

This support role would include:

- Checking in with regions regarding mentorship activities and overall progress.
- Confirming that mentorship opportunities are taking place within the region.
- Identifying challenges, barriers, or gaps that may be affecting program delivery.
- Sharing successes, best practices, and ideas between regions.
- Working collaboratively with the Hockey Manitoba office to address concerns and strengthen the program.

Regional Contacts

The Mentorship Working Group members would be assigned regions as follows:

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- Winnipeg
- Eastman
- Pembina Valley
- Central Plains

Riley Weiss - dubz18@outlook.com 431-388-2015

- Interlake
- Eastman
- Norman

Dave Danners - Ddanners@hotmail.com 204-770-6217



- Brandon
- Westman South
- Parkland
- Yellowhead

Expectations of the Working Group

The purpose of these regional assignments is not to develop mentorship plans or manage regional programs. Rather, Mentorship Working Group members would periodically connect with the Regional Referee-in-Coordinators (RRC) to discuss how mentorship is progressing within their region.

Suggested discussion ideas could include:

- How is mentorship progressing in your region?
- Are mentorship opportunities being provided regularly?
- What has been working well?
- What challenges or barriers have you encountered?
- Is there any supports Hockey Manitoba could provide?

By maintaining regular communication with the regions, Hockey Manitoba will gain a better understanding of:

- Regional successes and best practices.
- Common challenges across the province.
- Areas where additional resources or support may be required.
- Opportunities to improve mentorship delivery and consistency.

This information will help Hockey Manitoba develop strategies and supports that strengthen the mentorship program and better meet the needs of officials in every region.

Regional Mentorship Program – (FAQ)



This FAQ resource can be shared with Regional Referees-in-Chief (RRCs), Regional Executives, Mentors, and the Hockey Manitoba Office. It is intended to provide consistent information and support while identifying areas where additional guidance may be required.

Program Overview

1. What is the purpose of the Hockey Manitoba Officials Mentorship Program?

The program is designed to support grassroots and development officials through observation, education, constructive feedback, and encouragement. The goal is to improve officiating performance, build confidence, increase retention, and create consistency across Manitoba.

2. 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.

3. What does "development over criticism" mean?

It means mentors focus on helping officials improve by providing constructive feedback, guidance, and encouragement rather than simply identifying mistakes.

4. Who can be a mentor?

Regions may use experienced officials, supervisors, Referees-in-Chief, senior officials, or designated mentors who demonstrate strong officiating knowledge, professionalism, and communication skills.

Funding and Administration

5. How does the regional mentorship funding work?

Regions receive mentorship funding through the Hockey Manitoba office. The funding is intended to support regional mentorship activities and opportunities.

6. Does the Mentorship Working Group manage regional funds?

No. The Mentorship Working Group does not manage regional budgets or funding allocations. Regions remain responsible for administering their own mentorship funds.

7. What is the role of the Mentorship Working Group?



The group supports regions by:

- Checking on mentorship progress
- Identifying barriers and challenges
- Sharing best practices
- Connecting regions with available resources
- Working with the Hockey Manitoba office to improve the program

Mentorship Activities

8. What counts as a mentorship activity?

Examples may include:

- In-person game observations
- Post-game discussions
- Pre-game coaching
- Rule discussions
- Development camps
- Shadowing opportunities
- Small group educational sessions
- Virtual mentorship meetings

9. How often should mentorship occur?

This will vary by region. Ideally, officials should have multiple mentorship opportunities throughout the season, particularly during their early years of officiating.

10. Should younger officials be prioritized?

Yes. New and developing officials often benefit most from regular mentorship and support, although officials at all levels can benefit from mentorship opportunities.

11. Can senior officials receive mentorship?

Absolutely. Mentorship and development should occur at all levels of officiating.

12. How much feedback should be provided?



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

Regional Support and Communication

13. What should an RRC discuss when contacted by the Mentorship Working Group?

Potential discussion topics include:

- Current mentorship activities
- Number of officials being mentored
- Challenges being experienced
- Successes and best practices
- Resource or support needs

14. What should a region do if it has difficulty finding mentors?

Contact the Hockey Manitoba office or Mentorship Working Group. The group may be able to identify alternative mentors, share successful approaches from other regions, or provide additional resources.

15. Can regions share successful mentorship ideas with other regions?

Yes. One of the goals of the Mentorship Working Group is to share best practices throughout the province to improve consistency and program effectiveness.

Common Challenges

16. We have funding available but limited mentor availability. What should we do?

Consider:

- Group mentorship sessions
- Pairing multiple officials with one mentor
- Virtual meetings
- Using experienced officials from neighboring areas when possible

Program Development

17. How can regions suggest improvements to the mentorship program?



Regions are encouraged to submit questions, concerns, ideas, and recommendations throughout the season to the working group or to Hockey MB.

18. What happens when a region submits a question or challenge?

The Hockey Manitoba office and the Mentorship Working Group will work together to:

- Review the question
- Develop guidance or recommendations
- Share solutions with regions
- Add new information to the FAQ when appropriate

Possible Questions to Submit to the Mentorship Working Group

Regions are encouraged to submit questions such as:

- How do we recruit more mentors?
- How do we retain first-year officials?
- What should be included in a mentorship session?
- How do we deliver mentorship in smaller or rural regions?
- What are other regions doing successfully?
- How can we improve officiating confidence?
- How should difficult post-game conversations be handled?
- How can we support officials moving to higher levels?
- What resources can Hockey Manitoba provide?
- How can we measure the success of our mentorship program?