

THE GOLF CLUB MANAGERS' ASSOCIATION



MENTEE BENEFITS & APPLICATION FORM

# INTRODUCTION

Thank you for your interest in becoming a GCMA Mentee, and taking part in the second intake of this new, industry leading and ground breaking Mentor Programme.

The role of a Golf Club Manager is an extremely rewarding, but equally challenging one. Not only do you need sound operational and technical skills, you also have a duty to work in a leadership capacity with a large number of stakeholders – staff, committees, club owners and directors, members, visitors, clients and suppliers. For many, their boss changes every year or two as well! As the industry, and the role of the Golf Club Manager, continues to evolve, you need to develop excellent leadership, communication and decision-making skills in order to really excel in your career and achieve the level of success that you are striving for.

Our carefully selected, talented and committed team of GCMA Mentors have been through these challenges and know what it takes to progress and achieve results in Golf Club Management; but they are also humble enough to know that they may not do it better than you and recognise the need to continue developing their own skills and knowledge as well.

You DO have the answers – the role of the GCMA Mentor is to bring those answers out of you, whilst helping to navigate you through the various challenges ahead.

At the GCMA, we want great quality mentoring to be accessible to everyone, not just those who have a line manager who has a natural mentoring style. So, we have created this Mentor programme and have selected, trained and accredited a team of highly experienced and exceptional individuals as our team of GCMA Mentors. The team have numerous differences and similarities in their own backgrounds, to enable you to find a great sounding board and utilise their experience, talent and knowledge to help you to progress and become the very best version of yourself.

## What is Mentoring

- ✓ It is based solely around the personal development of the Mentee
- ✓ It is led by the Mentee's needs, not the Mentor's
- ✓ The Mentor coaches by both supporting and challenging their Mentees
- ✓ The Mentor encourages the Mentee to come up with solutions, not just problems, and helps them think through the implications of their decisions as well as considering the resources required in order to deliver the solution
- ✓ It is a fully confidential relationship and will be conducted with integrity at all times
- ✓ The Mentor shares their experience but does not advise the Mentee

## What Mentoring is NOT

- ✘ Mentoring is not where the more experienced tell the less experienced how to do things their way!
- ✘ It is not about advising the mentee what to do and how to do it – The mentor is NOT your manager, they won't be upset by mistakes
- ✘ It is not about networking and pulling strings in other places
- ✘ Mentoring is not a paid role. The Mentors are doing it for the pleasure of seeing others succeed and to contribute to the future of the industry
- ✘ It is not accredited coaching although a coaching style will be used
- ✘ It is not counselling

# AS A MENTEE, WHAT DO YOU GET?

To become a GCMA Mentee, the cost of the programme is £250 for the year, payable to the GCMA. This is a not for profit initiative and the fee payable by the Mentee is used to support the costs of delivering the programme.

## **As a GCMA Mentee, you will receive:**

- An exclusive invitation to the official GCMA Mentor Introduction Day, taking place on Tuesday 13th June 2023. A fantastic opportunity to meet your GCMA Mentor and your fellow mentees, as well as those behind the Mentor programme from the GCMA
- An Insights Discovery Profile for you to share with your Mentor to help you look at your strengths, development areas and communication preferences and style
- Access to a trained and accredited GCMA Mentor with whom you will have 6 hours worth of 1-1 mentoring sessions at the time and venue (or on Zoom) to suit you both

- Invitation to a further GCMA Mentor event within the 12 month period, to network with fellow GCMA Mentees and take part in a series of group workshops and discussions on key industry topics and to further develop your leadership skills

You and your mentor can organise how you correspond and communicate between sessions. We aim to partner you with a mentor who can specifically understand your mentoring needs so we would like to ask to fill out this questionnaire for this purpose.

# WHAT CAN YOU EXPECT?

The role of the GCMA Mentor is to help you make good decisions by helping you think through your options, supporting you in terms of your confidence and commitment and challenging you to be your best self. They will help you define and refine your goals and challenge and support you to achieve these. They will treat all you have to say as confidential and they will not be discussing you or any aspect of any conversation you have had, with your line manager or anyone else. Their role is to ask you intelligent questions for you to find intelligent answers to your own challenges and ambitions. They won't judge your mistakes. They are an affirming and critical friend who is on your side and cares about your development.

When you start your mentoring process, they will ask you to commit to your own development journey so that you both respect each others' time and work commitments. They will send you a Jump Start sheet to help you think through what you would like to discuss and how to set goals for yourself. They will also ask that you commit to the agreed times between you and not spring last minute changes on them. They are giving freely of their time because they want to give back to the industry and to you.



# WHAT CAN YOU EXPECT?

This is the second year of this new, ground breaking programme and at the GCMA, we want to learn too. We would like to be able to check in with you quarterly to see what difference taking part in the programme is making to you and how we can make any improvements. As we grow our team of GCMA Mentors over the coming years, we will also be able to offer the experience to more people so we want to continuously improve what we can offer you.

To become a GCMA Mentee, you will need to be a GCMA Member. If you are not already a member with us, then please get in contact with our Member Services team and we'll be delighted to welcome you to our nationwide community of current and aspiring Golf Club Managers.

The application process to become a GCMA Mentee will remain open until Tuesday 28th February. We are expecting a high demand for this programme but will do everything we can to accommodate everyone who applies. If your application is not successful, we will be in contact with you to discuss this further and look to include you on the waiting list for next year.

On behalf of everyone at the GCMA, we look forward to hearing from you and welcoming you to the GCMA Mentor Programme.



# TO APPLY

If you would like to apply to be a Mentee with the GCMA Mentor Programme, please complete the application form below and send together with your current CV to [membershipservices@gcma.org.uk](mailto:membershipservices@gcma.org.uk) by Tuesday 28th February 2023. Successful applicants will be notified by Friday 14th April 2023.

Thank you.

**Tom Brooke - CEO**  
**Golf Club Managers' Association**



# APPLICATION FORM

**Name:**

**Date:**

**Existing GCMA Member (Y/N):**

**Position Held:**

**Current Club:**

**Location:**

**Telephone Number:**

**Email:**

What is your goal – what do you want to achieve through your Mentoring partnership?

What are you looking for, from your Mentor?

What would you say are your current skills and strengths?

What would you like to improve?

Being Mentored is a commitment to your own development. How committed are you to this? What will you do to ensure you can fulfil your commitment to yourself and to your Mentor?

Is there anything that could get in the way of your Mentoring that it would be useful for your Mentor to know? (ie other commitments)

Are you available on 13th June to attend the introduction day? Please note that the costs of the day, including lunch and refreshments, will be covered by the GCMA, but travel and accommodation costs will not be.

Would you be happy with Virtual sessions, once you have met your Mentor face to face on 13th June?

If not, would you be happy to travel to your mentor?  
If so, do you have a distance limit for this?

Many thanks for your application. We will be in touch before Friday 14th April to notify you if you have been successful and to invite you onto the programme.

Please remember to save your form and email it to [memberservices@gcma.org.uk](mailto:memberservices@gcma.org.uk) by Tuesday 28th February.