



# M.N.A

## PROGRAMME

Motivate - Nurture - Aspire



**THE  
CAMOGIE  
ASSOCIATION**

An Cumann Camógaíochta



**SPÓRT ÉIREANN  
SPORT IRELAND**



## Message from the Technical Development & Participation Manager



On behalf of the Camogie Association we are delighted to be working in partnership with Sport Ireland on the development of the M.N.A Programme. The Women in Sport Policy identifies Coaching and Officiating, Active Participation, Leadership and Governance and Visibility as four key target areas. In targeting this area around coaching, the Camogie Association strives to increase the number of women and girls participating in sport and to eliminate the participation gradient between men and women.

Through the M.N.A programme we hope to achieve this, through increasing women's sustained involvement in Camogie as coaches primarily and mentors at the grass roots of our organisation. This programme will primarily look at the development of female mentors and coaches within clubs around the country. In doing so, providing support to our female coaches along their development journey, whatever level they wish to go to, and to stay involved in Camogie throughout their lifetime.

*Louise Conlon*



## Message from Sport Ireland Women in Sport Lead



Sport Ireland is delighted to be able to support the Camogie Association's M.N.A Programme through our Women in Sport investment scheme. The Women in Sport Policy was launched in March 2019 with four key target areas. Coaching and Officiating is one such target area and thus through the M.N.A Programme, we look forward to seeing the increase in female coaches involved in Camogie. We are also pleased to see the continuation of the Hurl

With Me programme and hope that the M.N.A Programme will help strengthen this in the club and community by providing excellent support to female coaches and mentors in order to roll out Hurl With Me to a wider audience. I am fully confident that the programme will be a great success and I look forward to seeing the programme get up and running.

*Nora Stapleton*





## BACKGROUND

Through this programme the Camogie Association will endeavour to increase women's sustained involvement in Camogie as coaches primarily and mentors at the grassroots of our organisation. The M.N.A programme will develop our female mentors within clubs around the country, while also assisting and allowing clubs to identify coaches, provide education, resources and supports which will allow any club to embrace this programme. We will build on our successful Hurl With Me programme over recent years and develop it further with the support of the Women in Sport Grant to support and increase the number of qualified female coaches at the grassroots level.

## OBJECTIVES OF PROGRAMME

1. To positively enhance perceptions about females in sport.
2. Increase the number of female coaches through recruitment, development and retention of female coaches.
3. Identify and develop female mentors at grassroots level to help with the development and support of female coaches along their coaching pathway.
4. Create and deliver a model directed at local level which can be engaged by all clubs to enhance the development of female coaches where the greatest impact will be felt and seen.
5. Provide a sustainable model.
6. To increase opportunities for women to engage, enjoy and excel in all aspects of sport at a level of their choice.

## PROGRAMME OUTLINE

### STAGE ONE

All clubs will be given the opportunity to apply to take part in this programme, where 100 clubs will be selected. As part of the application process they must identify a female member who will be willing to become a M.N.A Programme Mentor for a two-year period. This two-year period timeframe allows the club to nominate another female mentor who will receive the same training, to ensure the spreading of knowledge and training and reducing volunteer burnout. At the beginning of 2020 all M.N.A Programme Mentors will receive training, supports and education on the programme at regional level over two days. As part of this they will receive training allowing them to run the Hurl With Me Initiative back in their own club.

### STAGE TWO

In preparation for the club's Hurl With Me Initiative, the M.N.A Mentor will recruit as many parents to take part, while also encouraging female parents / guardians from this initiative to continue along the M.N.A Programme. Each M.N.A Programme Mentor will then conduct a Hurl With Me Initiative within their club during the month of May / June. Over a four-week period, one night a week, parents will train alongside their daughters.





## STAGE THREE

In the month of July all females who have completed the first stage - Hurl With Me Initiative and who have decided to continue along the M.N.A Programme, will then have an opportunity to complete stage two. This will then qualify them with a foundation level certification from the Camogie Association recognised by Coaching Ireland. The theory element of the foundation course will be conducted online, to make this course as accessible to the females wishing to complete it. On completion of the Hurl With Me Programme and the online element, Camogie Association Coach Developers will deliver the final module of the Foundation Course and this will be done on a regional basis, where all M.N.A Coaches can meet and develop a support network.

## STAGE FOUR

On completion of stage three and once back in the club environment, the M.N.A Mentor will then provide support to the M.N.A Coaches within their club in the form of, ensuring that these new female coaches have an opportunity to shadow and learn from club coaches already in place within the club, have opportunities to coach teams and are made aware of ongoing coach development workshops and courses.

## STAGE FIVE

In quarter four of the calendar year a forum will be held at national level for M.N.A Programme Mentors to review the programme and prepare for year two.





# M.N.A CLUB

The qualities and traits of a M.N.A Club:

## INNOVATION

To embrace innovation within our sport and strive to encompass the best development opportunities.

## LEADERSHIP

To lead from the top and from the front, at local level. A M.N.A Club will support and nurture those in leadership roles (M.N.A Mentor) and those willing to begin their coaching journey within the club (M.N.A Coaches).



## VOLUNTARISM

A M.N.A Club will value the work of their volunteers who are the unseen backbone to our sport, providing resources, support and recognition.

## FUN

A M.N.A Club will work to ensure that Camogie remains a participation-driven enjoyable sport, widely accessible to all who wish to play the game, coach or volunteer.

## INTEGRITY

A M.N.A Club is about fair play, honesty and respect.

## EXCELLENCE

A M.N.A Club supports its members and players in their pursuit of excellence, on and off the pitch.

## INCLUSIVENESS

Camogie is a sport for all. A M.N.A Club will work to attract and retain members and players of different abilities to foster a sense of community and social inclusion.





## **M.N.A MENTOR**

The qualities and traits of a M.N.A Mentor:

### **Willingness to share skills, knowledge, and expertise.**

A mentor is willing to teach what she knows and accept the mentee where they currently are in their development. Good mentors can remember what it was like just starting out in the field.

### **Demonstrates a positive attitude and acts as a positive role model.**

A mentor exhibits the personal attributes and specific behaviours and actions required to succeed.

### **Takes a personal interest in the mentoring relationship.**

Mentors do not take their responsibility as a mentor lightly. They feel invested in the success of the mentee. This requires someone who is knowledgeable and compassionate. Excellent communication skills are also required. A good mentor is committed to helping their mentees find success and gratification in their coaching journey.

### **Exhibits enthusiasm in the field.**

Enthusiasm is contagious, and new coaches want to feel as if their role has meaning and the potential to create a difference.

### **Values ongoing learning and growth in the field.**

When starting out in a new role, people want to feel that the time and energy they spend learning will be rewarded and will ultimately provide them with satisfaction. They are excited to share their knowledge with new people entering the field of coaching and take their role seriously in teaching their knowledge to others.

### **Provides guidance.**

One of the key responsibilities of a mentor is to provide guidance to their mentee. A good mentor possesses excellent communication skills and can adjust their communication to the personality style of the mentee.

### **Respected by club executive and members.**

Mentees want to follow someone who is well respected by the club executive and members, whose contribution to the club is appreciated.

### **Values the opinions and initiatives of others.**

A mentor appreciates the ongoing effort of the mentee and empowers her through positive feedback and reinforcement.



The M.N.A Programme Mentors will complete between 38-40 hours over the course of one year.

- 16 hrs upskilling - training will be provided to upskill mentors to achieve/enhance these qualities.
- 16 hrs Hurl With Me Programme and Foundation Course.
- 2 hrs club meetings.
- 6-8 hrs mentor engagement.

The M.N.A Programme Mentor will be in position for 2 years only.





Further information available at:

[mna@camogie.ie](mailto:mna@camogie.ie)  
[www.camogie.ie](http://www.camogie.ie)

 @OfficialCamogie

 @OfficialCamogieAssociation

 officialcamogie



**THE  
CAMOGIE  
ASSOCIATION**  
An Cumann Camógaloíochta



**SPÓRT ÉIREANN  
SPORT IRELAND**