

Tiffin University MBA: Individual Career Development Plan For Mentoring Partnerships

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Short term goals (what mentee plans to accomplish in several months):

- Gain first experience in the sports industry
- To develop myself and my skills in the shortest time possible
- To establish myself in the agency and to recommend myself for higher tasks

Steps to take to meet short term goals:

- Hard work
- Learning as much as I can from my colleagues
- Actively contribute my experience and skills

Mentor's suggestions/guidance for short term goals:

- Always ask if something is unclear - Our team is very happy to help, especially new employees
- Studying the policies and documents Scholarbook provides.
- Every employee has a chance to advance in the agency

Steps mentee will take before next meeting with mentor:

- I will work hard on myself and take my chance!
- I will learn all the content and be very attentive
- I will take into account the tips of my mentor and follow them

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Medium range goals (1-3 years):

- I would like to take on higher responsibilities at Scholarbook in the near future
- I would like to develop as a coach and make the transition from player to coach in the next few years
- I would like to gain as much professional experience as possible in the field of sports

Steps to take to get there:

- Learn as much as possible from colleagues to become better than them as soon as possible
- I will continue to coach kids and start training to become a coach
- I will be open for any challenge

Mentor's suggestions/guidance:

- Realize your potential
- Follow the instructions of your superiors but be courageous and independent
- Take the next step in your career with courage and passion

Long range goals (3-10 years):

- Make the transition from player to coach
- Complete the education to become a coach (in Austria or Croatia)
- A responsible manager position in a sports company.

What options does mentee have to consider in order to reach those goals?

- Going through the educations to become a coach
- Get out of your comfort zone
- 100% dedication and commitment to what I do

Mentor's suggestions/guidance for long range goals:

- Take advantage of every opportunity that comes your way. Sometimes there is no second chance
- Take successful people as role models and try to become better than them.
- Set yourself the highest possible goals, because you have it in you.