



# 2019 ESSA INNOVATION & PRACTICE FORUM

4 - 5 MAY 2019. MELBOURNE, VIC

202

## Mentoring & Innovation

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This presentation on mentoring and innovation will discuss developments in the dynamic, exciting, high pressured world of elite sport. Primarily that of the AFL.

As a mentor I work on the five C's of having a successful mentoring relationship:

1. CARE                      Genuine. Empathy. Integrity.
2. CREATIVITY              Think laterally.
3. COMMUNICATION      Everyone knows.
4. CONSISTENCY          Stay the path.
5. COMMITMENT          Work through challenges/obstacles.

Mentoring is guiding individuals to realise their potential. It encapsulates many things including coaching; counselling; listening and research. But perhaps the most important requirement is that of genuine care.

It requires getting individuals to think laterally. To be creative. To problem solve. Being a mentor is a role of positive influence and leadership.

Mentoring in a professional sports setting is a unique opportunity. It enables one to capture the imagination of individuals through innovation and then guide and nurture ideas from concept to development to realisation.

Some of the innovations we have been very active with at GWS Giants are:

- Visual acuity and talent identification
- Visual search patterns and decision making
- Decision making and brain function
- Talent identification and data analysis
- GPS and load management
- Smart Jumpers and technology

The GWS Giants organisation has a number of PhD placements, internships and pathways programs. All of these have been developed to enhance the learning experience of the individual concerned, along with the more tangible benefits of performance and individual development of both the players and staff.



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An important feature of the program at GWS has been the development of formal links with academic institutions - both nationally and internationally.