

## **Tiffin University MBA: Individual Career Development Plan For Mentoring Partnerships**

Mentor: **Chris Gordon**

Mentee: **Ross Brown**

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

- Understand more about the summer camp industry
- Learn the ins and outs of operations
- Create new relationships and friendships
- Gain experience working for a large company like EXACT Sports.
- Complete my MBA

Steps to take to meet short term goals:

- Ask questions
- Be open to listen and learn
- Be approachable, friendly and accepting
- Work hard.

Mentor's suggestions/guidance for short term goals:

- Continue to ask questions, but come up with your own potential solutions before asking
- Go outside your comfort zone, remember it is ok to fail
- Use your resources/network to help you take the next step

Steps mentee will take before next meeting with mentor:

- Acknowledge mentors suggestions
- Ask for mentor for guidance if unsure about anything.
- Make the effort to develop relationships within the company.
- Continue to work hard in everything I do.

Date Discussed

6/14/21

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Medium range goals (1-3 years):

- Grow as a coach (complete more coaching badges) / Coach as much as possible
- Advance in my career stepping into a full time coaching role
- Continue to grow my connections
- To impact young lives positively

Steps to take to get there:

- Network with others in the coaching industry at any opportunity
- Stay involved in the game, be patient.
- Continue to improve (education)
- Continue to pass on my knowledge to those I coach.

Mentor's suggestions/guidance:

- Be willing to adapt to your environment (new generations always have a different style of learning)
- Take some time to reflect
- Learn to work smarter, not always harder

Long range goals (3-10 years):

- Become a head coach
- Break into the NCAA D1 game at any role
- Work for a professional team
- Become a UEFA A License Coach

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

- Taking opportunities
- Being prepared to face setbacks along the way
- Understand it's a process

Mentor's suggestions/guidance for long range goals:

- Gain experience in multiple levels (D1 is a great goal, but find something that fits you)
- Keep your passion (remember your love for the game, then it doesn't feel like a job!)