



## CALL FOR PARTICIPANTS



# MENTEES

## ABOUT US

The SWinG partnerships is made of "inclusion riders" and "champions for equality" who recognise the need to bring in more diversity in the boardroom of sport organisation.

We firmly believe that the best ways to leverage the potential of sport organisations across Europe is to invest in emerging women leaders who have the most potential to become influential leaders at regional, national and European level.

MORE INFO P.4

## WHAT

The SWinG mentoring scheme has been designed as a **mid-term transformative change programme**. With this scheme we want to encourage more women to step up by providing them the support and network they need and deserved.

MORE INFO P. 2



## WHO

The **20 to 25** selected **mentees** will come **from all over Europe**. They are emerging women leaders on their journey towards elective decision making position in sport at all level.

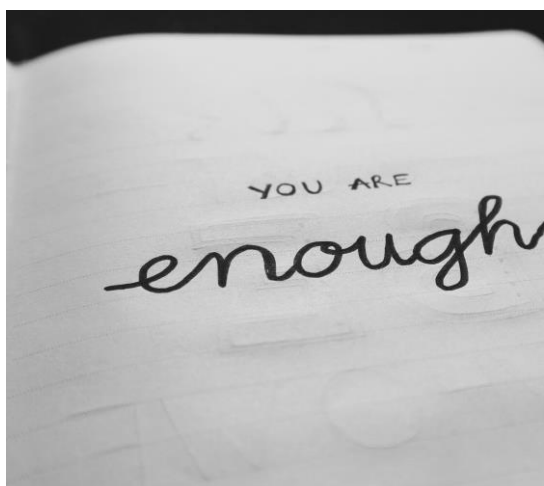
MORE INFO P.3



## HOW

The SWinG Mentoring Scheme has been **developed by recognised experts** and will run for a bit more than **2 years** (Sept 2019 – October 2021).

MORE INFO P.4





# WHAT YOU WILL GAIN

## The SWinG support system

Taking part to the SWinG mentoring scheme represents an outstanding opportunity to:

- ✔ Be accompanied and supported in your journey in becoming an elected leader in sport:
  - Identify and overcome your own barriers
  - Leverage your strengths.
- ✔ Get a better knowledge of the sport environment and its male culture, in particular get a better knowledge of the elected world.
- ✔ Practice and get feedback on how to best present your pitch elective project.
- ✔ Get equipped with the necessary tools to find an appropriate work/home/associative life balance.
- ✔ Get the skills and insights you need in terms of:
  - Leadership development
  - Political campaigning (*ie how to unite and create synergies around a project*)
  - Strategic planning
  - Fundraising
  - Coalition building / collaboration in a project.
- ✔ Get access to a mentor from the business sector.
- ✔ Build a community of likeminded women leaders in sport and get the associated support during and after your elective campaign.



SWinG Call for participants –  
MENTEES

[www.gamechangeher.org](http://www.gamechangeher.org)

“#BeTheChange  
you want to see  
in the world.”

## Who are we looking for?

### The SWinG candidate

We expect the SWinG mentoring scheme to be particularly attractive and relevant to you if:

- 📍 You are a woman aged 18+.
- 📍 You want to get access to strategic and change-making decision role in sport institutions at LOCAL, REGIONAL, NATIONAL OR EUROPEAN AND INTERNATIONAL level.
- 📍 **You have a vision or things to say and ideas to share** but find it hard to make your voice heard.
- 📍 You are confident understanding and communicating in English.

*You do not have to be FLUENT! This programme may even be an opportunity for you improve your level of English but we want to make sure you will be able to make the most of the opportunity.*

The SWinG mentoring scheme is a unique opportunity and we will be expecting you to express some outstanding qualities and drive.

In particular, the SWinG mentoring scheme is meant for you if:

- 📍 You are daring and willing to test new approach.
- 📍 You are **committed to run for election.**

The selection procedure (*made by a selection committee selected within the project partnership*) will ensure:

- 📍 Diversity of participants (geographical, cultural background, age)
- 📍 Participants are willing to take part in a pilot training and thus to test the courses/modules.
- 📍 A solid match between the mentor and the mentee

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# What to expect

## The SWinG Methodology

The SWinG Mentoring Scheme will run for 25 months (Sept 2019 – October 2021) and will include:

- 📍 An opening 3-days intense Empowering Session gathering all the mentees *in Autumn 2019*
- 📍 Regular talks and meetings with your mentors including as a minimum:
  - Local face-to-face (where possible) "get-to-know" meeting with mentor *in December 2019*
  - An Immersion/Study visit in the company *in March 2020*
  - An Immersion/Study visit in your targeted sport organisation *in May 2020*
  - Local face-to-face (where possible) "follow-up/where are you" meeting with mentor *in March 2021*
- 📍 National session *in May 2021*
- 📍 An Online community
- 📍 A life-long access to the SWinG tools and network

## Cost of participation

- 📍 There is NO FEE to take part to the scheme! **SWinG is totally FREE.**

What we expect from you in return is to help the partnership assess what works and what does not and to develop your Action Plan.

- 📍 As for the Mentees Training session, to take place during the 2nd semester 2019:
  - Your accommodation (shared room) and subsistence costs will be covered.
  - We will also contribute to your travel cost (economic class) with a maximum of 200 euros (to be booked by you and then reimbursed).



Join us ! **APPLY**



## ABOUT SWiNG

SWinG is an ambitious 3 years project, co-funded by the Erasmus+ Programme and led by the French Federation for Company Sport

With the SWinG project, 10 partners are joining forces to identify and nurture women emerging leaders and empower them to become real actors of change, CHANGE and DECISION MAKERS in the sport and physical activities sector.

The aim of the unique partnership gearing the project is to act as a CATALYST FOR CHANGE in gender mainstreaming while giving a tremendous boost to the access of women to change-making positions in sport governing bodies. The project will promote Executive Board as an option for women volunteers in sport while also focusing on motivation, training, and skills development for the participants.).

Women in sport,  
where are they?

Women and girls are still facing a glass ceiling as progress on women's access to leadership positions remains limited.

### The Reality

MEN VS WOMEN

69% 31%

Executive Board Members at IOC - 2018

93,7% 6,3%

President of National Olympic Committees - 2018

93,9% 6,1%

President of Recognised International Federations - 2018



### SO WHAT?

Is there so few women interested in sport and skilled to lead?

We do not think so!

With SWinG we will create solutions.