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| Tiffin University MBA: Individual Career Development Plan For Mentoring Partnerships |
| Mentor: Saif Syed **Mentee**: Sorin Alexandre Navrotchi |
| **Short term goals (what mentee plans to accomplish in several months) *by August 31st,2018*:**  - To develop a polite and courteous relationship with each customer, to show them the core values of Total Tennis  - To evaluate the tennis camp participants (beginners, intermediate and advanced) and assign them to appropriate activities to reach higher level in tennis  - To build and implement the weekly activities plan for kids to high level of quality and quantity  - To teach efficiently and creatively the campers: kids, juniors and adults  - To motivate & lead a team of 3 tennis coaches to achieve maximum results with the tennis camp participants (children)  - To inform the Operations manager of problems and success stories out in the field |
| **Steps to take to meet short term goals:**  - Sorin must learn the name and a specificity of each customer to develop a better relation, deliver a better service and create a better experience for the customer.  - Sorin performs a thorough analysis of the participants.  - He organizes a professional tennis session including warm-up, technical training and practical performance.  - Sorin has a PTR certificate to teach kids and his teaching skills acquired through his previous experience bring added-value to his tennis lessons.  - He is very concise and fast to report issues. Sorin keeps his supervisor well informed and updated on issues and readily asks for assistance when required. |
| **Mentor’s suggestions/guidance for short term goals:**  Sorin does an excellent job.  By providing a quality job and showing his example to his team, he should continue to overcome himself. |
| **Steps mentee will take before next meeting with mentor:**  Review needed improvements. |
| **Date Discussed: 07/02/18** |
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| **Medium range goals (1-3 years):**  To join and acquire experience in Professional Tennis Management & Business Marketing in one of major Sports Management companies like:   * IMG, a global leader in sports, events, media & fashion * USTA Player Development Inc. * International Tennis Federation * Tennis Europe * Others.   To assist the Manager of Coaching Education and High Performance for a mission of Player Development |
| **Steps to take to get there:**   * USTA Professional Tennis Coach Certificate * Perform Video Evaluations of the participants using Dartfish software * Study performance analytics programs |
| **Mentor’s suggestions/guidance:**  Sorin should focus to perform the targeted development tennis training. |
| **Long range goals (3-10 years):**  To develop my own business by creating a world class and high-performance training facility for advanced competitive tennis players either in the USA or Europe. |
| **What options does mentee have to consider in order to reach those goals?**     * Gather contacts, partners and collaborators in the tennis world and improve management, marketing and social media knowledge * Gain experience in all the way up to the high-performance players competing in USTA and ITF tournaments * Develop leadership competencies |
| **Mentor’s suggestions/guidance for long range goals:** Tennis like other sports has entered in a new era of development. I fully encourage Sorin to investigate and actively participate into the new global tennis platform, which combines the tennis experience with the global business including consumer marketing, brand building, Mergers and Acquisitions and International growth management. Go for such an entrepreneurial project! I trust you can do it! |