



# 2026 SFIA EXCELERATOR MENTOR Program

## Eligibility, Application Process and Form

As of February 23, 2026

### PROGRAM OVERVIEW

SFIA and its members are committed to accessibility, inclusion, and belonging. While there has been progress in advancing traditionally underrepresented talent among the leadership ranks of our industry, there is more to be done. SFIA is committed to promoting professional development in our industry. To that end, we are focusing on high-performing, early-career professionals and the next generation of leaders.

SFIA's **EXCELERATOR** Program started in 2023 and represents SFIA's (and the industry's) commitment to accelerating the careers of exceptional early-career professionals ("Associates") from varied communities in the sports industry and empowering them to become the next generation of leaders.

It is a four-month cohort experience starting in the spring. It features a robust and impactful curriculum drawing on the knowledge and expertise of the industry's best leaders. Participants can expect to build and expand their network within and outside the sports and fitness industry, grow their professional toolkit, and gain visibility into the opportunities available across the industry.

The SFIA EXCELERATOR Mentor Program aims to strategically match Associates with industry leaders to foster career mobility, professional development, and leadership growth. Mentors play a crucial role in shaping the next generation of sports industry leaders through one-on-one guidance and support.

Mentors and mentees (Associates) will be paired based on application submissions – preferences, functional roles, mentor experience, areas of guidance, etc. Mentor applicants will be notified by the end of March.

**Complete and submit the application form to Glenn Horine ([ghorine@sfia.org](mailto:ghorine@sfia.org)) by March 13, 2026**

### PERSONAL INFORMATION

Full Name: \_\_\_\_\_ Date: \_\_\_\_\_

Company: \_\_\_\_\_ Title: \_\_\_\_\_

Work Email: \_\_\_\_\_ Phone: \_\_\_\_\_

LinkedIn URL: \_\_\_\_\_



## PROFESSIONAL BACKGROUND

Current Roles and Responsibilities:

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Areas of Expertise:

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## EXPERIENCE VERIFICATION

I confirm that I have 15+ years of cumulative work experience in the sports and fitness industry

## MENTORSHIP PREFERENCES

Do you prefer to be matched based on any of the following? (check all that apply)

- Gender
- Race/Ethnicity
- Functional Area
- Geography
- Other: \_\_\_\_\_

Please elaborate on your matching preferences:

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## MENTORSHIP EXPERIENCE & MOTIVATION

1. What motivates you to be involved in this mentoring program?

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2. Have you been in a formal, professional mentoring relationship before (as either mentor or mentee)?

Yes

No

If yes, please share your role in the relationship and what worked or didn't work.

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3. Please share one book, podcast, or professional development event you have recently found valuable:

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## TIME COMMITMENT

I confirm that I can commit to at least 1-2 hours per month supporting my mentee

I understand this commitment includes the following:

- Regular one-on-one meetings with mentee
- Attendance at key EXCELERATOR events (virtual or in-person)



## AREAS OF GUIDANCE

Please select the areas where you feel most qualified to provide mentorship (check all that apply):

- Career Planning and Development
- Leadership Skills
- Industry-Specific Knowledge
- Networking Strategies
- Professional Communication
- Work-Life Balance
- Other: \_\_\_\_\_

## ADDITIONAL INFORMATION

Is there anything else you'd like us to know about your potential contribution as a mentor?

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## AUTHORIZATION

I confirm that all information provided is accurate and that I am committed to supporting the goals of the SFIA EXCELERATOR Mentor Program.

Date: \_\_\_\_\_

Signature: \_\_\_\_\_