Aspiring and Inspiring Youth Leaders

March 2022 meeting Manchester

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AIYL

Intro

Gino Schilders

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This project is a collaboration between

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AIYL

Agenda (UK time)

Tuesday 1st of March 2022
8:30 - 9:15 Breakfast
9.15 - 9.45 Travel to Brookland Hockey Club
10.00 - 10.15 Welcome and opening program
10:15-12.15 - IO2 Grassroot Programme
* Blueprint for IO2 Grassroot programme
* Pilot timeline and feedback loops
* Q&A
12:15-13.30 - Lunch
13.30 - 14.30 on the green when good weather
14:30- 17.30 - IO3 Leadership Curriculum Programme
* Leadership programme overview / xx min
* Bridge IO2 to IO2 / xx min
* A small taste of the programme / xx min
* Break / 20 min
* Feedback and next steps / 30 min
17.30 - 18.00 travel back to Hotel
18.00 - 19.30 refresh
19.30 - 20.00 travel to dinner
20:00 - 22.00 Activity and small activity

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Welcome Alina

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Objectives

- Empower youth leaders to develop themselves further in sport in order to help grow european hockey
- Encourage all 43 european hockey nations to involve young leaders more to secure a sustainable future
- Have serious fun

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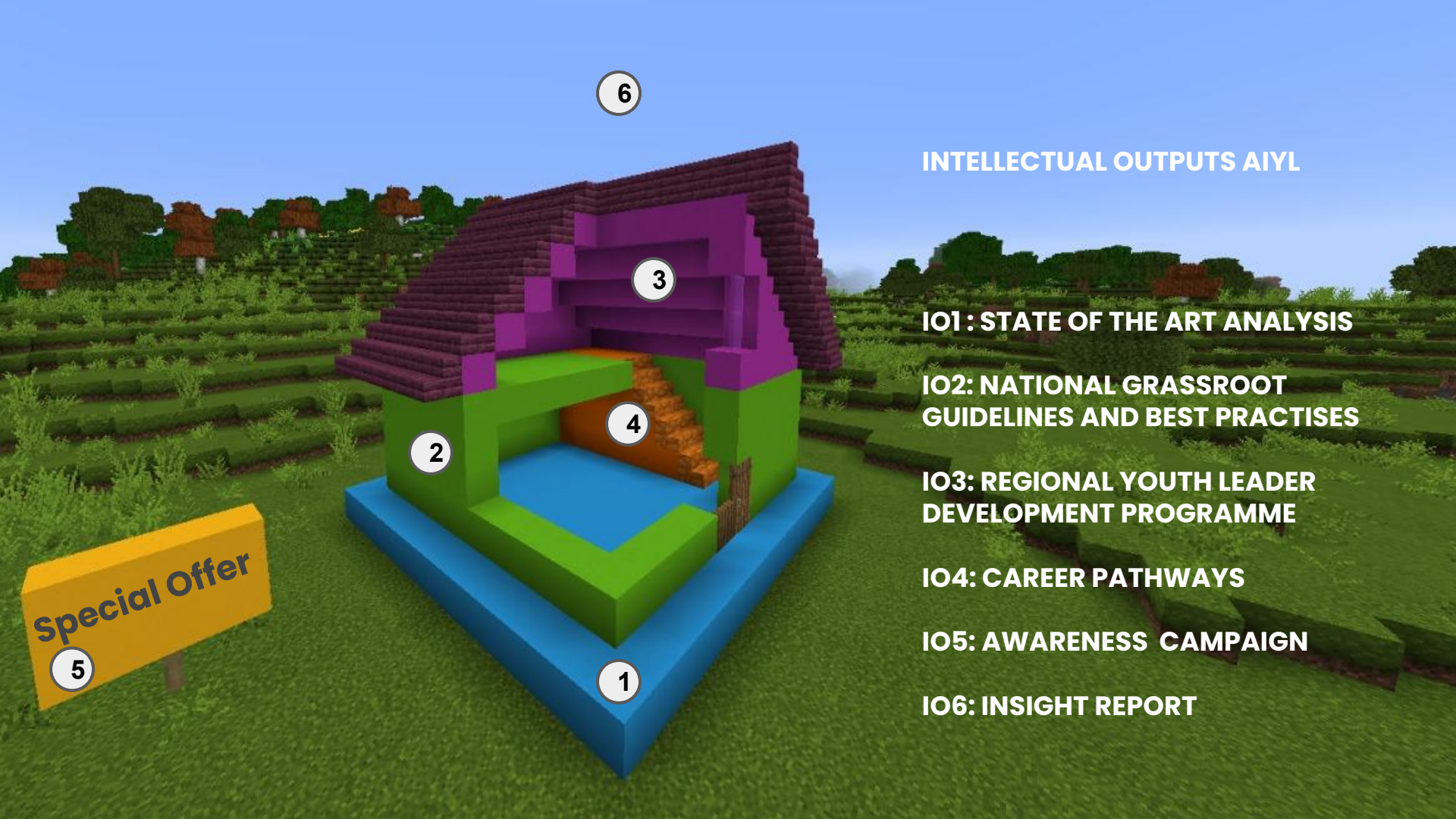

INTELLECTUAL OUTPUTS AIYL

IO1 : STATE OF THE ART ANALYSIS

IO2: NATIONAL GRASSROOT GUIDELINES AND BEST PRACTISES

IO3: REGIONAL YOUTH LEADER DEVELOPMENT PROGRAMME

IO4: CAREER PATHWAYS

IO5: AWARENESS CAMPAIGN

IO6: INSIGHT REPORT

INTELECTUAL OUTPUTS AIYL
IO1 : STATE OF THE ART ANALYSIS
ADAM
1

INTELLECTUAL OUTPUTS AIYL

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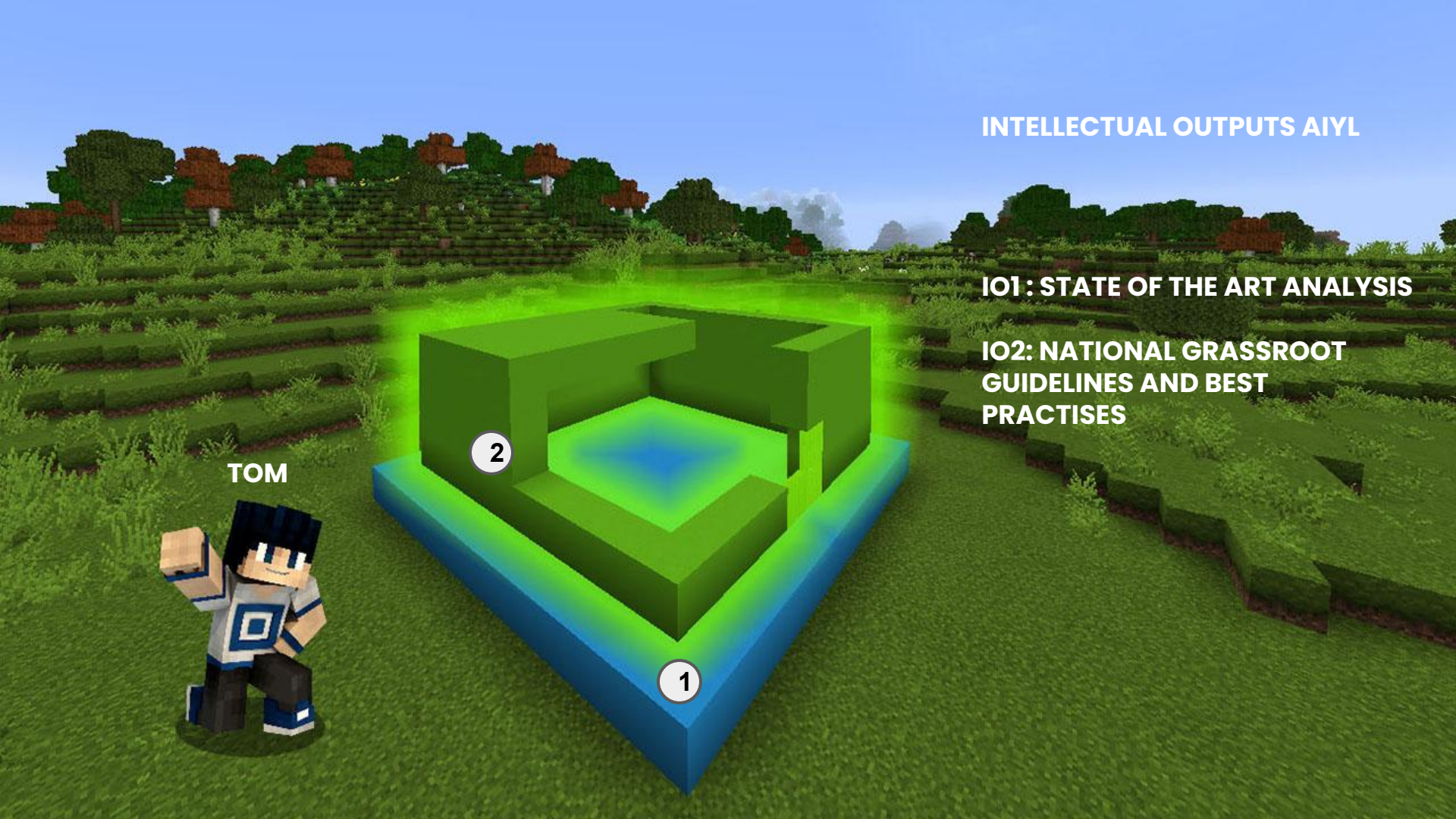
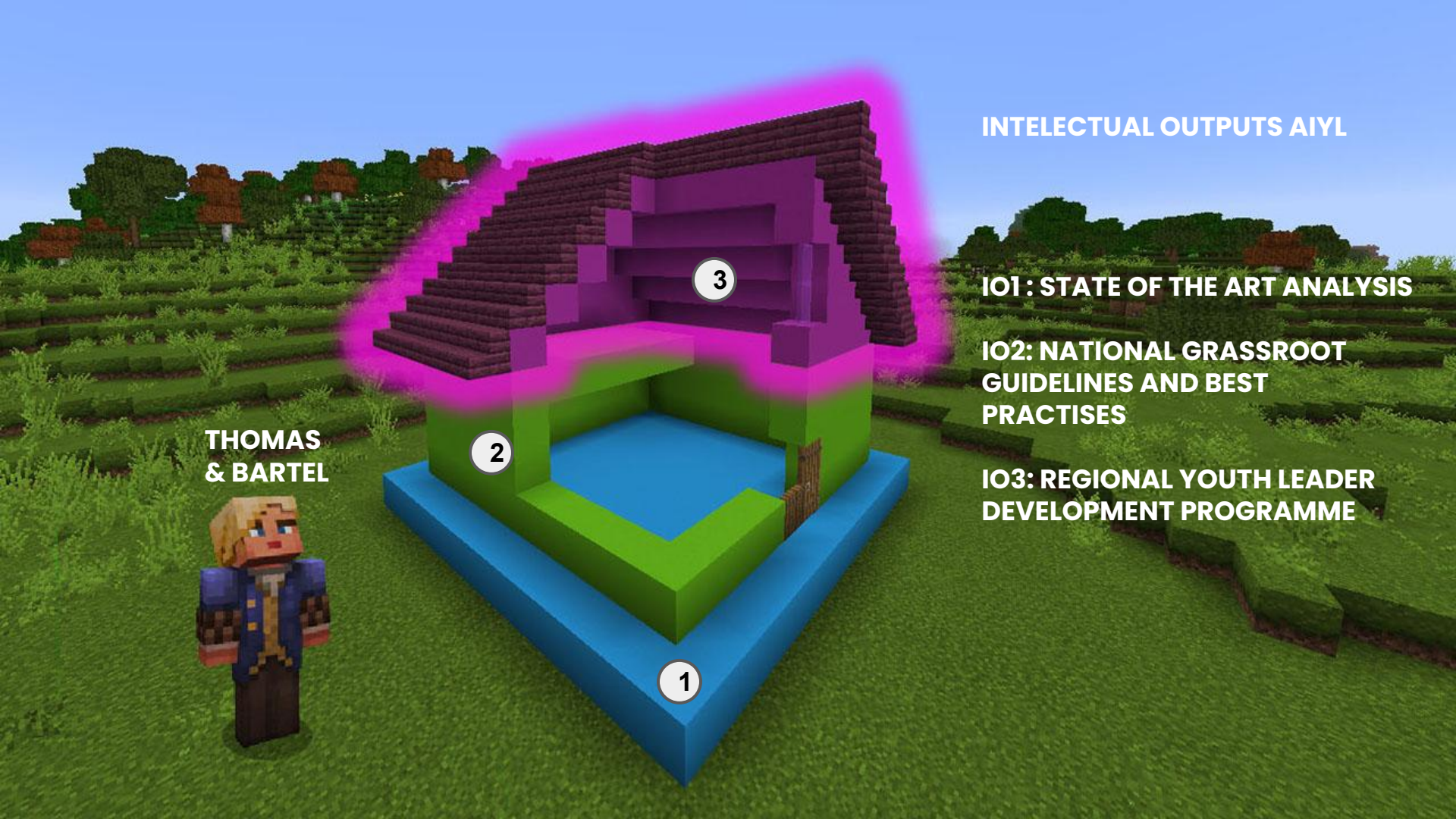
IO2: NATIONAL GRASSROOT GUIDELINES AND BEST PRACTISES





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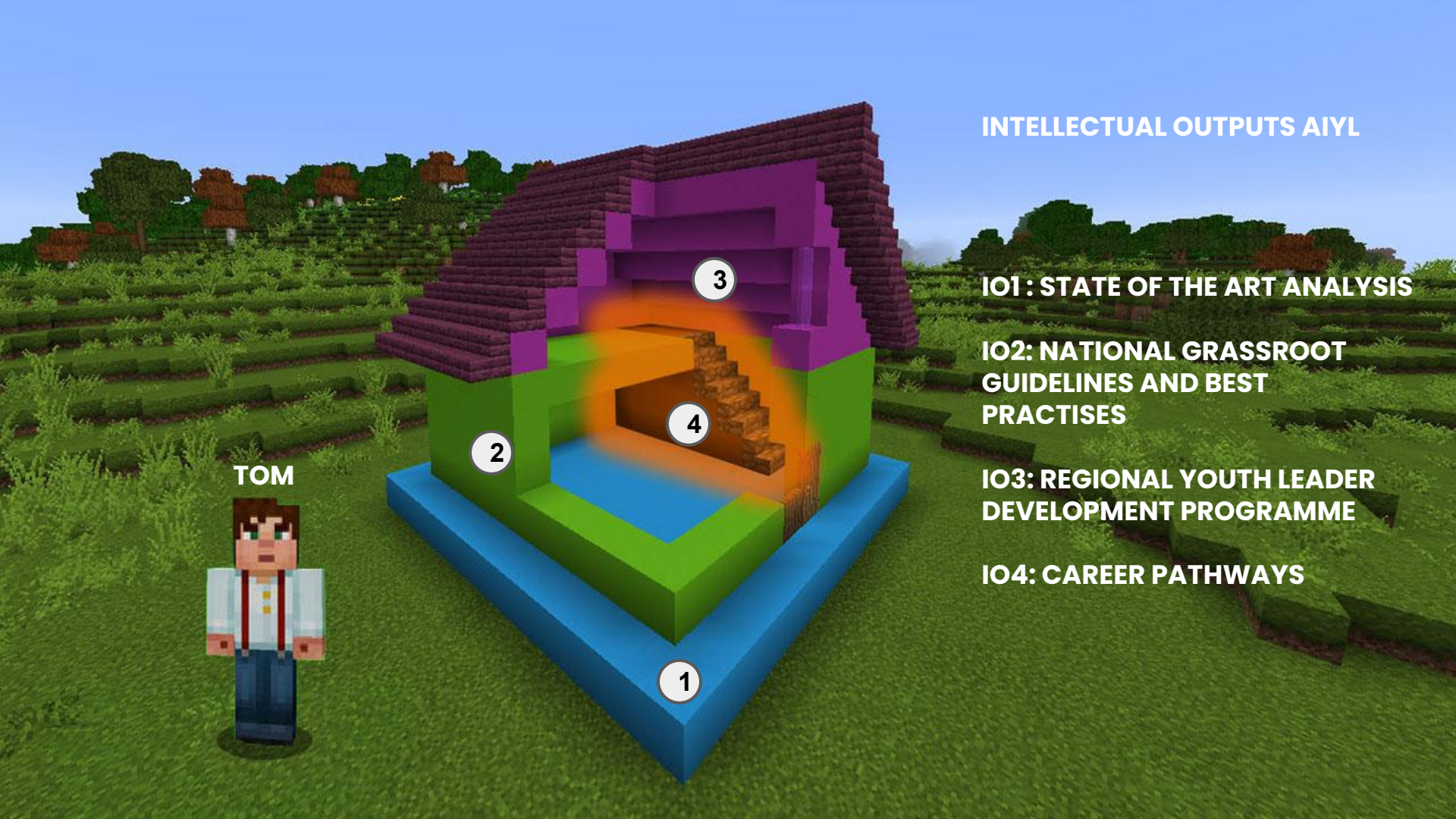

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IO5: AWARENESS CAMPAIGN

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IO3: REGIONAL YOUTH LEADER DEVELOPMENT PROGRAMME

IO4: CAREER PATHWAYS

IO5: AWARENESS CAMPAIGN

IO6: INSIGHT REPORT & LEGACY

Timeline

Gino

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Timeline

AIYL

IO2

Cameron, Andrea, Tom, Chloe, Hannah

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EHF Pathway

IO2 Plan

IO2 Module Overview

Reflection

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EHF Pathway (Blueprint)

Merging AIYL to EHF Institute

GOVERNANCE

EHF EXECUTIVE LEADERSHIP FORUM

EHF YOUTH PANEL

SUPPORTING WOMEN IN ACHIEVING GOALS

EHF YOUTH FESTIVAL

EHF YOUTH 4 NATIONS

AIYL NATIONAL LEVEL IO2

EHF NEXTGEN PROGRAMME

AIYL EUROPEAN LEVEL IO3

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AIYL

AIYL NATIONAL LEVEL
IO2

Communication	Leadership	Governance	Project management
All	Hockey Wales	EHF	Streetgames
2hr	2hr	1hr	1hr
• Ice breakers (20mins) • Public speaking (15mins) • Social media (10mins) • Knowing your audience • Communication styles • Networking (45mins) • Internal communication • External communication • Giving feedback • Listening	• Self-regulation • Conflict resolution • Mentoring • People management • SWOT analysis • Creative thinking • Role models • Leadership Styles	• Resources they can access • Evaluation • Risk management • Taking stock of your youth organisation with a SWOT analysis • Budget Management • Reflecting the values of the EHF	• Creating your own youth event • Use of role models • Collaboration • Stakeholder Mapping • Risk assessment • Event checklist
LO1: Recognise the value of public speaking and how to improve you own **LO2:** Recognise the value of networking and how to communicate to different groups	**LO1**: Understand and apply the knowledge of leadership styles **LO2**: Ability to self-reflect on their strengths, weakness and personal leadership style	**LO1**: The ability to utilise a SWOT analysis to reflect on their youth organisation **LO2**: Understand how to mitigate risks to your youth organisation	**LO1**: Know the key components of effective project management **LO2**: Understand what impacts on the different components of project management and how to plan for them. **LO3**: Build a live plan for a project/event you would like to organise.

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COMMUNICATION SESSION PLAN:

- Icebreaker
- Social Media / The Perfect Tweet Activity
- Networking Activity
- Public Speaking

Communication
All
2hr
• Ice breakers (20mins) • Public speaking (15mins) • Social media (10mins) • Knowing your audience • Communication styles • Networking (45mins) • Internal communication • External communication • Giving feedback • Listening
LO1: Recognise the value of public speaking and how to improve you own **LO2:** Recognise the value of networking and how to communicate to different groups

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ICEBREAKER

GETTING TO KNOW YOU (SHOW AND TELL)

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WHICH SOCIAL MEDIA PLATFORMS DO YOU USE?

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SOCIAL MEDIA FOR NETWORKING

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NETWORKING TIPS

- It’s awkward for everyone
- People love talking about themselves
- Being young can be useful
- Ease into social circles with a good icebreaker
- It’s all in the follow up

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NETWORKING BINGO!

Does not live in the country they were born in	Likes Sushi	Can Juggle	Has never been on an airplane	Left-handed
Can speak another language	Plays a musical instrument	Has an older brother	Has a pet	Goes to university
Has a nickname	Is a vegetarian	**BINGO!**	Has an allergy	Born in October
Touch their nose with their tongue	Has a phobia	Has size 10 feet	Is not on facebook	Bites their fingernails
Favourite food is pizza	Wears contact lenses	Has played a prank on someone else	Has seen the same movie 3 or more times	Can touch their toes

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PUBLIC SPEAKING

- Take your time
- Voice projection
- Let your personality come through
- Know your audience

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WHEN SUDDENLY...

- Start a story with a sentence that ends in WHEN SUDDENLY...
- The next person then adds their own sentence that ends in WHEN SUDDENLY...
- Keep going around the circle until everyone has added

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LEADERSHIP SESSION PLAN:

- Icebreaker
- What makes a good leader?
- Leadership styles activity
- Role models activity
- SWOT analysis activity
- People management activity

Leadership
Hockey Wales
2hr
• Self-regulation • Conflict resolution • Mentoring • People management • SWOT analysis • Creative thinking • Role models • Leadership Styles
LO1: Understand and apply the knowledge of leadership styles **LO2**: Ability to self-reflect on their strengths, weakness and personal leadership style

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WHAT MAKES A GOOD LEADER?

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WHAT IS THE DIFFERENCE BETWEEN THESE TWO LEADERS?

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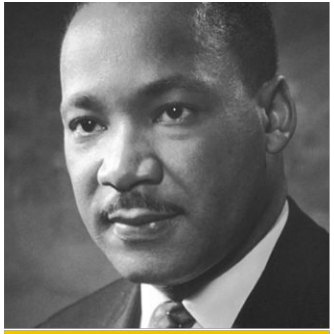
LEADERSHIP STYLES

Delegative

Democratic

Autocratic



Charismatic

Bureaucratic

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ACTIVITY 1 – LEADERSHIP STYLES

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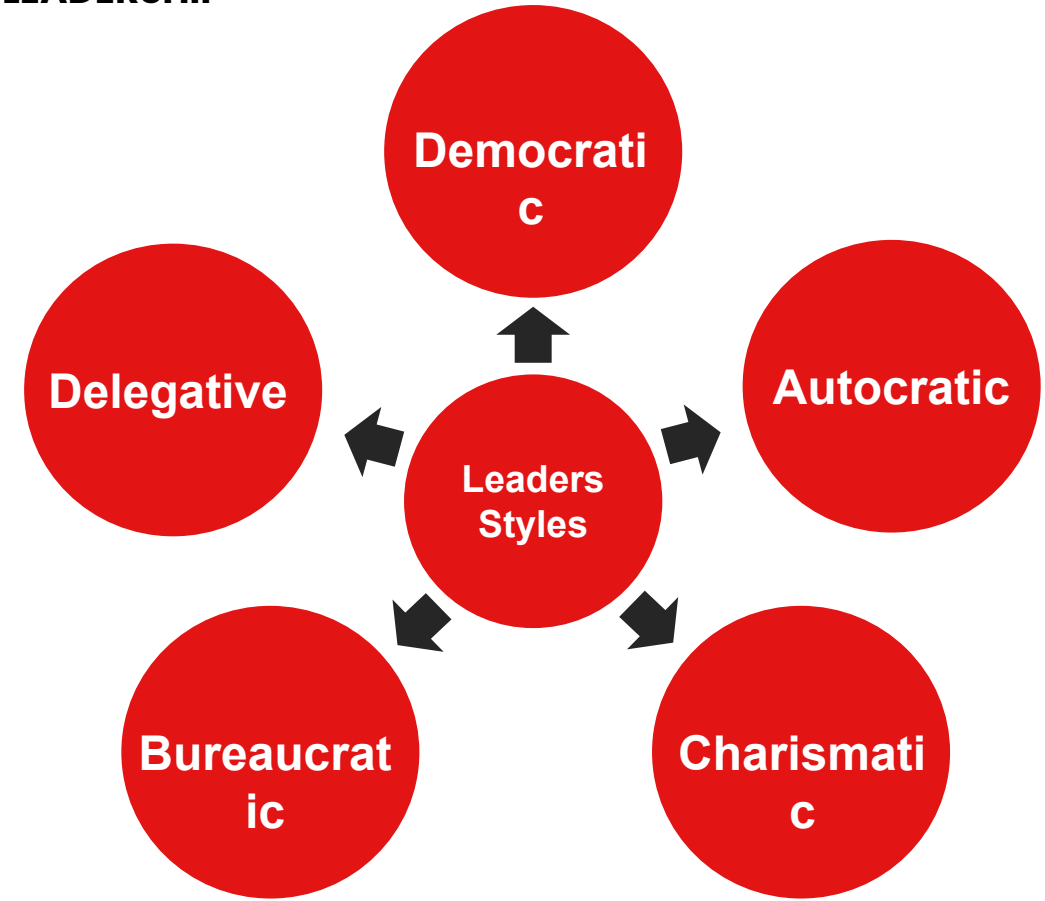
WHAT SORT OF LEADER DO YOU THINK YOU ARE?



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LEADERSHIP SKILLS AND QUALITIES

- Strategic thinking
- Teamwork
- Collaboration
- Communication
- Mentoring
- Support
- Openness
- Adaptability
- Decision maker

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ACTIVITY 2 – ROLE MODELS

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BECOMING A LEADER

- Get out of your comfort zone
- Study leaders that you look up to
- Encourage yourself
- Take advice from other leaders
- Research and gather resources
- Create a plan

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SWOT ANALYSIS

BUSINESS OR INDIVIDUAL

Strengths: • What do you do well? • What unique resources can you draw on? • What do others see as your strengths?	**Weaknesses:** • Where can you improve? • What do competitors do better? • What resources do you lack?
Opportunities: • What market opportunities are present? • How can you make the most of your strengths? • What trends can you take advantage of?	**Threats:** • What is your competition currently doing? • Do you weaknesses expose your business? • What threats can hurt your business?

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ACTIVITY 3 – PEOPLE MANAGEMENT

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“If your actions inspire others to dream more, learn more, do more and become more, you are a leader”

John Quincy Adams

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GOVERNANCE SESSION PLAN:

- Icebreaker
- SWOT Analysis activity
- Risk assessment activity
- Risk management activity
- Reflection

Governance
EHF
1hr
• Resources they can access • Evaluation • Risk management • Taking stock of your youth organisation with a SWOT analysis • Budget Management • Reflecting the values of the EHF
LO1: The ability to utilise a SWOT analysis to reflect on their youth organisation **LO2**: Understand how to mitigate risks to your youth organisation

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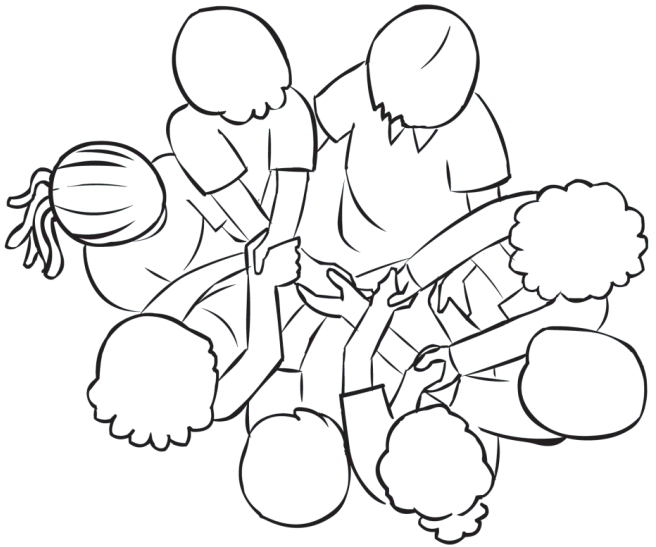
ICEBREAKER

THE HUMAN KNOT



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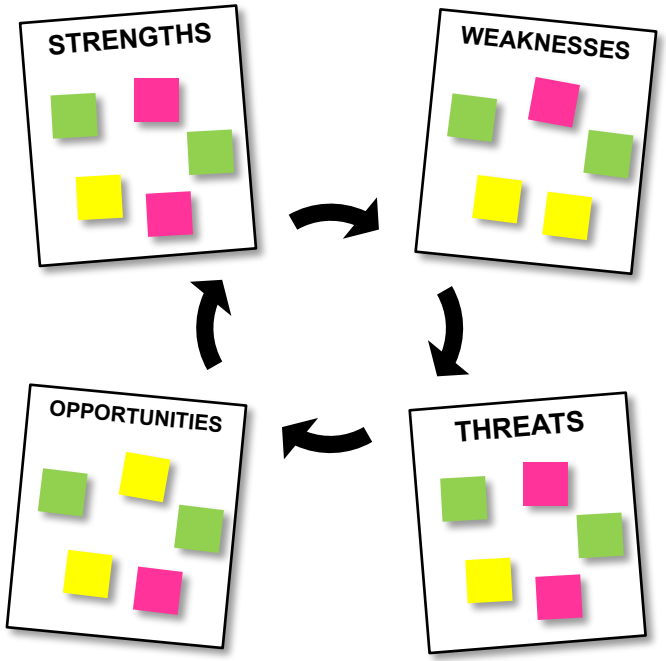
SWOT ANALYSIS

YOUR YOUTH ORGANISATION



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SWOT ANALYSIS

YOUR YOUTH ORGANISATION

Strengths: • What do you do well? • What unique resources can you draw on? • What do others see as your strengths? • What have been recent successes? Why were they successful?	**Weaknesses:** • Where can you improve? • Where are you lacking resources? • In what areas do you need more support/training?
Opportunities: • What external opportunities are you aware of? How can you make the most of them? • How can you turn your strengths into opportunities? • What could you do that you aren't already?	**Threats:** • What are the external risks to the organisation? • Are we competing with others? • Will your strengths last?

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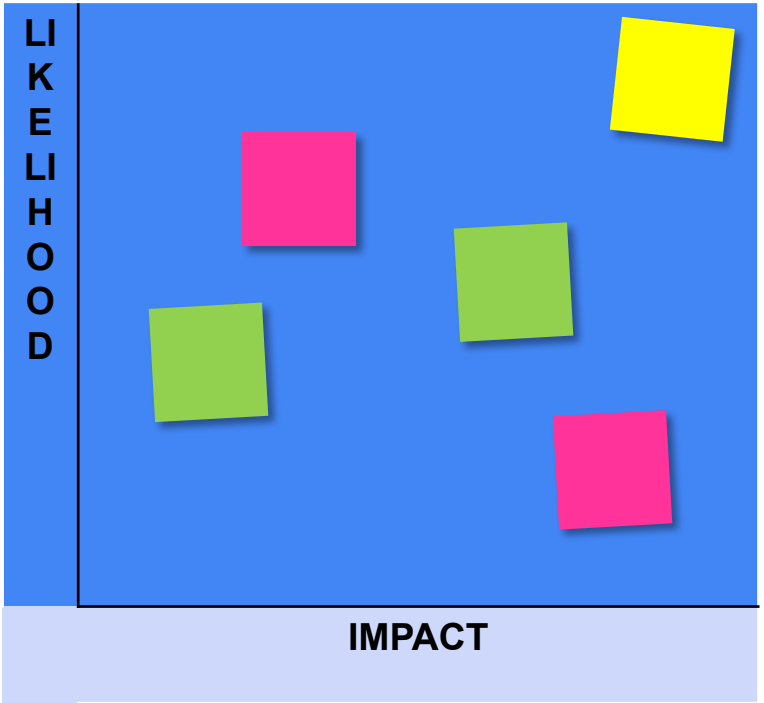
RISK ASSESSMENT ACTIVITY



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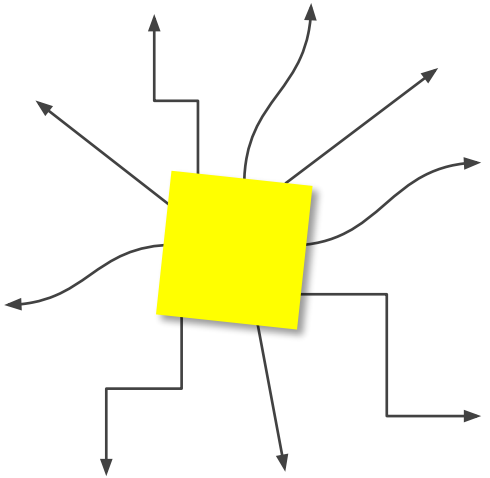
RISK MANAGEMENT ACTIVITY

Do you need external support to mitigate this?

Who's responsibility is managing this threat?

Can you draw on your strengths to mitigate this?

What can you do to mitigate this threat?



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REFLECTION

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PROJECT MANAGEMENT SESSION PLAN:

- Icebreaker
- What is project management?
- Key components of project management
- Frisbee game
- Your vision
- Hot air balloon pitch

Project management
Streetgames
1hr
• Creating your own youth event • Use of role models • Collaboration • Stakeholder Mapping • Risk assessment • Event checklist
LO1: Know the key components of effective project management **LO2**: Understand what impacts on the different components of project management and how to plan for them. **LO3**: Build a live plan for a project/event you would like to organise.

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WHAT IS PROJECT MANAGEMENT?

The discipline of initiating, planning, executing, controlling and closing the work of a team to achieve specific goals and to meet specific success criteria.

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Vision

What do you want to achieve

Action

What are steps needed to get you there?

Resources

What are the resources you need to achieve each step? e.g. people, money, equipment

Financial Plan

How will you find and manage the money to achieve the vision?

KEY COMPONENTS OF PROJECT MANAGEMENT

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LETS HAVE A GO...

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LETS HAVE A GO...

Vision

Get this frisbee from A-B

Actions / Resources

In small groups, what are your **actions** and **resources?**

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Review:

- Did you achieve the vision?
- Did you adapt the vision?
- What went well?
- What would you do differently next time?

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SO WHAT IS YOUR VISION?

- In small groups come up with your own vision for something you would like to achieve in your own country
- What do you want to achieve?
- What will be the impact of the project?
- How will you demonstrate/promote what has actually been achieved?

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WHAT DO YOU NEED TO GET THERE?

- What do you need to complete the project?
- People, equipment, facilities, funding or anything else you think is needed.
- Include anything that you think not having would mean you couldn't complete the project.

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HOW WILL YOU FUND IT?

- Now let's think about finances..
- Estimate your costs for each action/resource
- What is essential/ what is 'nice to have'?
- What funding is needed?
- What (if any) fundraising will you need to do?

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CREATE YOUR HOT AIR BALLOON

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THE PITCH

You have 3 minutes to present your hot air balloon and make your project pitch to the rest of the group

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REFLECTION

MOUNTAINS AND COASTS

- What resources would you need to deliver these modules?
- What training would you need to deliver these modules?
- How should we initiate the pilot scheme?

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Lunch

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20:00 - 22.00 Activity and small activity

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IO3

Thomas, Bartel

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AIYL

SCOPING the AIYL Programme

DESIGN CRITERIA - POSITIONING

- The IO3 Regional Youth Leadership Programme is the 2nd phase of the Aspiring Inspiring Young Leadership pathway (AIYL Programme) from now on – AIYL-2 – and as a result has a relationship with AIYL Grassroot Programme

- The program has a Regional Focus – so think bigger than 1 club…more clubs, in regions...or even regions that are connected with other regions or across border-regions in Europe – we include an international focus in the program

- The program has a strong focus on supporting exceptional young people to **initiate and create regional projects** through regional and national sports related initiatives, working with sustainable, value driven business models and start up initiatives in regional communities

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CHARGING the AIYL Candidate Profile

DESIGN CRITERIA – TARGET GROUP

A diverse group of with different backgrounds, perspectives, skillsets, motivations and experiences

A strong passion for sport, either as an athlete. coach, fan or as an active participant or official in delivering sport for development programmes.

PRO

A strong interest in community action
A (strong) communicator who is willing to learn and grow
Our participant has preferably participated in the AIYL Grassroot programme but this is not mandatory.
It is mandatory that the participant has a proven record of experience related with the AIYL 2 curriculum profile to guarantee a successful participation

MANDATORY

A commitment and ability to completing the course and its required tasks
Proficiency in English
Reliable access to internet
18-30 years old
Passion for HOCKEY & PEOPLE

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SCOPING the AIYL Programme

DESIGN CRITERIA - THRESHOLD

MANDATORY (continued)

Strong engagement and sense of local responsibility
Strong interest in developing a sport and/or a social business to solve local challenges
Ability to manage technological tools and platforms
Able to effectively take on a mentorship role during the programme
Interest for personal leadership development

REQUIREMENT

Before entering the AIYL 2 Programme you present a (personal) project or ambition in the world of hockey – in Europe that has a larger impact then your club only (we can improvee the definition of the project significance).

INTAKE

Every applicant for the AIYL 2 Programme will be subject to an intake, digital interview, and will be evaluated based on the Mandatory elements for participation and the quality of the presented project

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SCOPING the AIYL Programme

DESIGN CRITERIA – PLANNING AND WORK LOAD – EMBEDDED PATHWAY

- AIYL 2 is a maximum 18 Month programme concentrating on 4 specific stages in the phases of **developing and establishing the participant's project**
  We think this calendar allows a good synchronization with the seasonal hockey calendar and creates a realistic workload for the participant

- A mandatory 1-day learning sprint to provide an **online introductory** education

- A **blended learning** approach with 1 digital bootcamp activity and 3 in-person events

- A mixture of mentorship and formal learning with lots of practical experience, on the job visits and life learnings

- The AIYL 2 programme should ultimately be part of the European Institute of Hockey (EIH)

- We will further research possibilities to connect the AIYL 2 programme with the IOC YOUNG LEADERS

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AIYL

In person event
Tournament
"meet the family"
2 days
4-workshops
2-project visits

In person event
EHL final4
2 days
4-workshops
3-workvisits

In person final event
EHF Headquarters
presentations with clients
2 days

MAY-JUNE

JULY-AUG

OCT-NOV

APRIL-MAY

JUNE-AUG

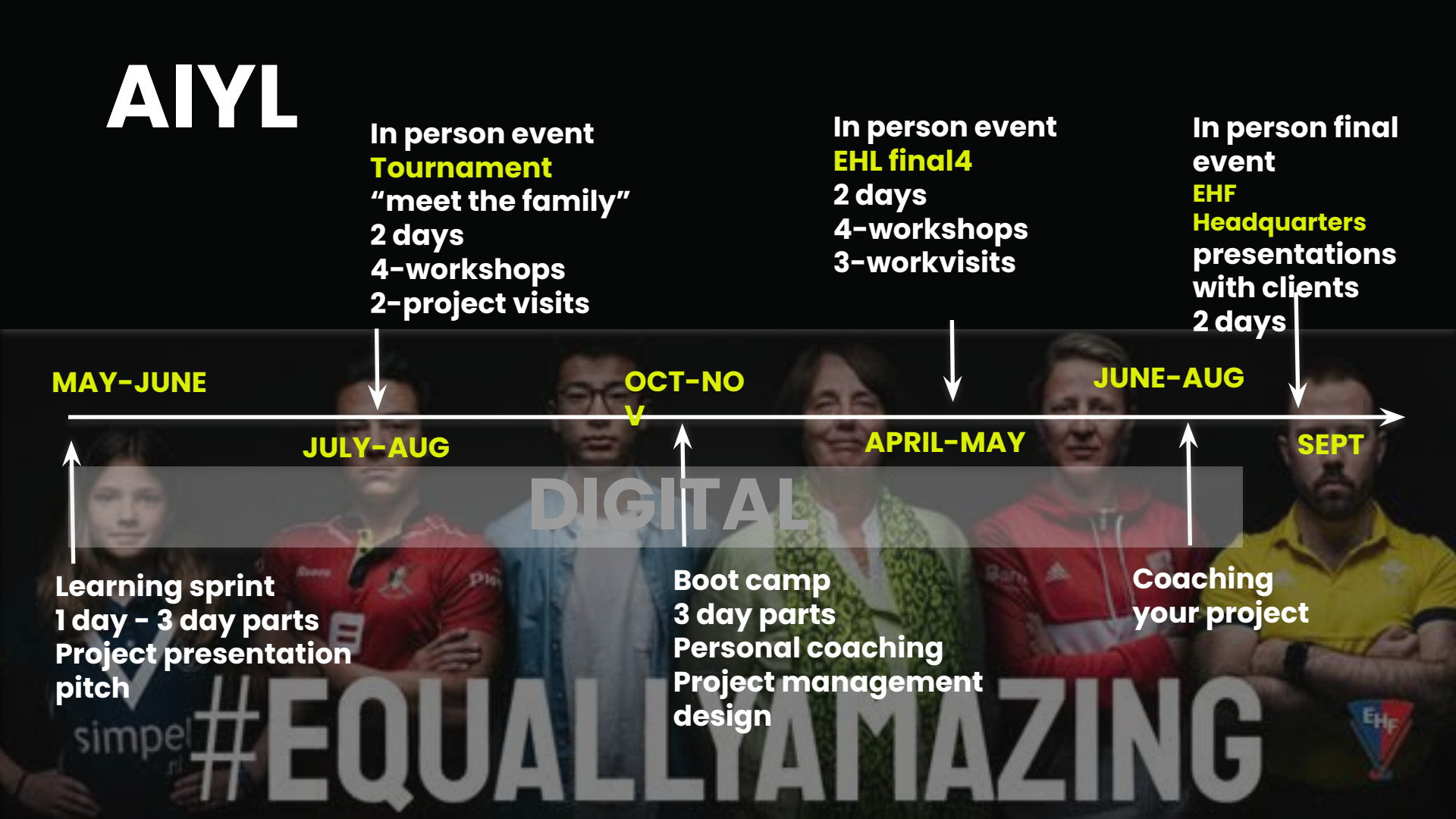
SEPT

DIGITAL

Learning sprint
1 day - 3 day parts
Project presentation pitch

Boot camp
3 day parts
Personal coaching
Project management
design

Coaching your project



AIYL

for Tom
next gen
moderators

In person event
Tournament
"meet the family"
3 Moderation assistants

In person event
EHL final4
3 Moderation assistants

In person final event
EHF Headquarters
3 Moderation assistants in jury

MAY-JUNE

JULY-AUG

OCT-NOV

APRIL-MAY

JUNE-AUG

SEPT

DIGITAL

Learning sprint
1 day - 3 day parts
Project presentation pitch
Observed by 3 Moderation assistants

Boot camp
3 day parts
Personal coaching
3 Moderation assistants management

Coaching
your project
moderation assistants management

#EQUALLYAMAZING

AIYL

Education matrix

IOC

young leaders

AIYL-grassroot

AIYL 2

(semi-)linear pathway

proven experience

have a plan

INTAKE

CHARGING the AIYL Programme

DESIGN CRITERIA

- We profiled the AIYL 3 candidate as
  “a Young Change Maker that Makes Things Happen”
  Shows leadership and as a result takes initiative in (social) entrepreneurship and young governance activities on themes such as Health, Active Living, Inclusion, Equality, Sustainability delivering projects which use the Enjoyment of Hockey as a purpose in itself and leverage the power of Hockey- and in a broader sense Sports for a better world

- We have charged the AIYL 2 curriculum with:
  *All the components of the candidates profile
  *The young leadership in sport review provided through desk research (Adam)
  *The AIYL 1 & 2 pathway topics (Chloe)
  * Existing Sport Leadership programs (IOC, Yunus, aso)

- With an emphasis on **value driven project- and leadership development** we will focus on personal development (IO1), cultural and organizational context, project management (IO2) and value creation.

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GRASS ROOT

AIYL 2

Heading	Communication	Leadership	Governance	Project management
	Inspire	***Upskill***	***Plan ahead***	
Lead	All	Welsh Hockey	EHF	Streetgames
Time	2hr	2hr	1hr	1hr

Topics	• Ice breakers (20mins)
	• Public speaking (15mins)
	• Social media (10mins)
	• Knowing your audience
	• Communication styles
	• Networking (45mins)
	  ○ Internal communication
	  ○ External communication
	• Giving feedback
	• Listening
		• Self-regulation
		• Conflict resolution
		• Mentoring
		• People management
		• SWOT analysis
		• Creative thinking
		• Role models
		• Leadership Styles
			• Resources they can access
			• Evaluation
			• Risk management
			• Taking stock of your youth organisation with a SWOT analysis
			• Budget Management
			• Reflecting the values of the EHF
				• Creating your own youth event
				• Use of role models
				• Collaboration
				• Stakeholder Mapping
				• Risk assessment
				• Event checklist

Learning Objectives	**LO1:** Recognise the value of public speaking and how to improve you own **LO2:** Recognise the value of networking and how to communicate to different groups	**LO1**: Understand and apply the knowledge of leadership styles **LO2**: Ability to self-reflect on their strengths, weakness and personal leadership style	**LO1**: The ability to utilise a SWOT analysis to reflect on their youth organisation **LO2**: Understand how to mitigate risks to your youth organisation	**LO1**: Know the key components of effective project management **LO2**: Understand what impacts on the different components of project management and how
IO3 Link		Personal leadership training, self-reflection and leadership		Build a project

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CULTURAL AND ORGANIZATIONAL CONTEXT

Sports Governance
* How is the Eco system of sports organized?
* Governance of a club and a federation
* About IOC and beyond

Cultural DNA
*Introduction in Organzational psychology
Cultural differences in organizations
* Cultural differences and the sport context

PERSONAL DEVELOPMENT

Leading yourself
Self reflection capacity
* Exploring inner values
* Inclusiveness and open mindedness
* Self regulation

Leading teams
* Respect for differences
* Foster collaborations
* Develop group goals and focus
* Creation of a safe environment
*Allignement of teams
* The Aristotle project
Amy Rdmunson

VALUE CREATION

What is value?
Terminology into practice
SDG's introduction

Introduction of value creation models

How to use value creation models for your / project

PROJECT MANAGEMENT

Business case development

The creation of a Business strategy for Sports related projects
How to integrate the SDG;s
How to build an integrated M&S campaign
Digital media and communication

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(TEAM)-PROJECT

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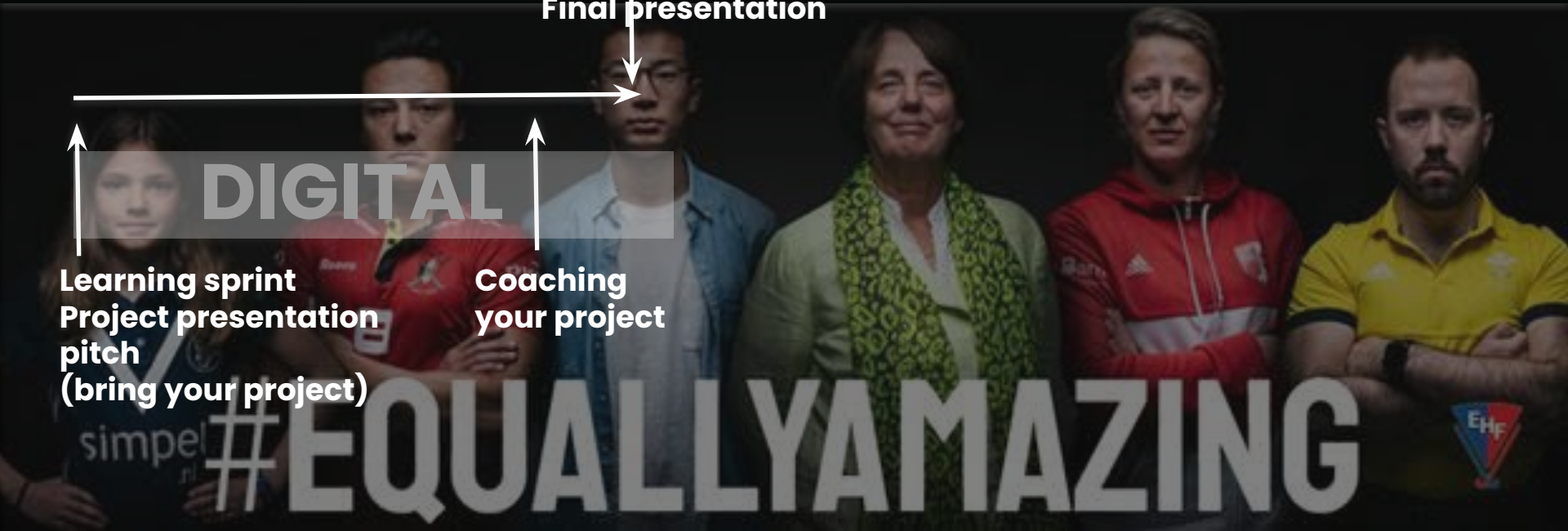
pilot

In person event
Tournament
“meet the family”
2 days
2-workshops
1-project visit
Final presentation

DIGITAL

Learning sprint
Project presentation pitch
(bring your project)

Coaching your project



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young leaders

PILLARS & PROGRAMME EXAMPLES

- EXECUTIVE BOARD GOOD GOVERNANCE
- DUTY OF CARE
- YOUTH
- TECHNICAL OFFICIALS
- RESEARCH GRANTS

EVENT MANAGEMENT	YOUTH LEADERSHIP	FINANCIAL MANAGEMENT
ATHLETES DUAL CAREER – ACADEMIC SUPPORT	NATIONAL TEAM MANAGER	LIFESTYLE
COACHES 4 EUROPE	TOP COACHES PROGRAMME	HIGH PERFORMANCE COACHING
UMPIRE MANAGER	LOCAL APPOINTMENTS	RENEWAL

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Agenda (UK time)

Tuesday 1st of March 2022
8:30 - 9:15 Breakfast
9.15 - 9.45 Travel to Brookland Hockey Club
10.00 - 10.15 Welcome and opening program
10:15-12.15 - IO2 Grassroot Programme
* Blueprint for IO2 Grassroot programme
* Pilot timeline and feedback loops
* Q&A
12:15-13.30 - Lunch
13.30 - 14.30 on the green when good weather
14:30- 17.30 - IO3 Leadership Curriculum Programme
* Leadership programme overview / xx min
* Bridge IO2 to IO2 / xx min
* A small taste of the programme / xx min
* Break / 20 min
* Feedback and next steps / 30 min
17.30 - 18.00 travel back to Hotel
18.00 - 19.30 refresh
19.30 - 20.00 travel to dinner
20:00 - 22.00 Activity and small activity

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Aspiring and Inspiring Youth Leaders

March Meeting
Day 2

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Welcome and agenda

Gino

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Agenda (CET timing)

Wednesday 2nd of March 2022
9:30 - 10.00 - Review of day 1
10.00 - 11.00 - Leadership in time of crisis
11.00 - 12.00 - IO2 piloting
12.00 - 12.30 - IO4 Carreer Pathways : status and next steps
12:30-13.30- Lunch
13:30- 14.30 - IO3 moving forward
14.30-14.45 - Next steps and closing
14.45 - 15.00 - Video message

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IO4 : Career pathways

Marek Zgraja & Gino Schilders

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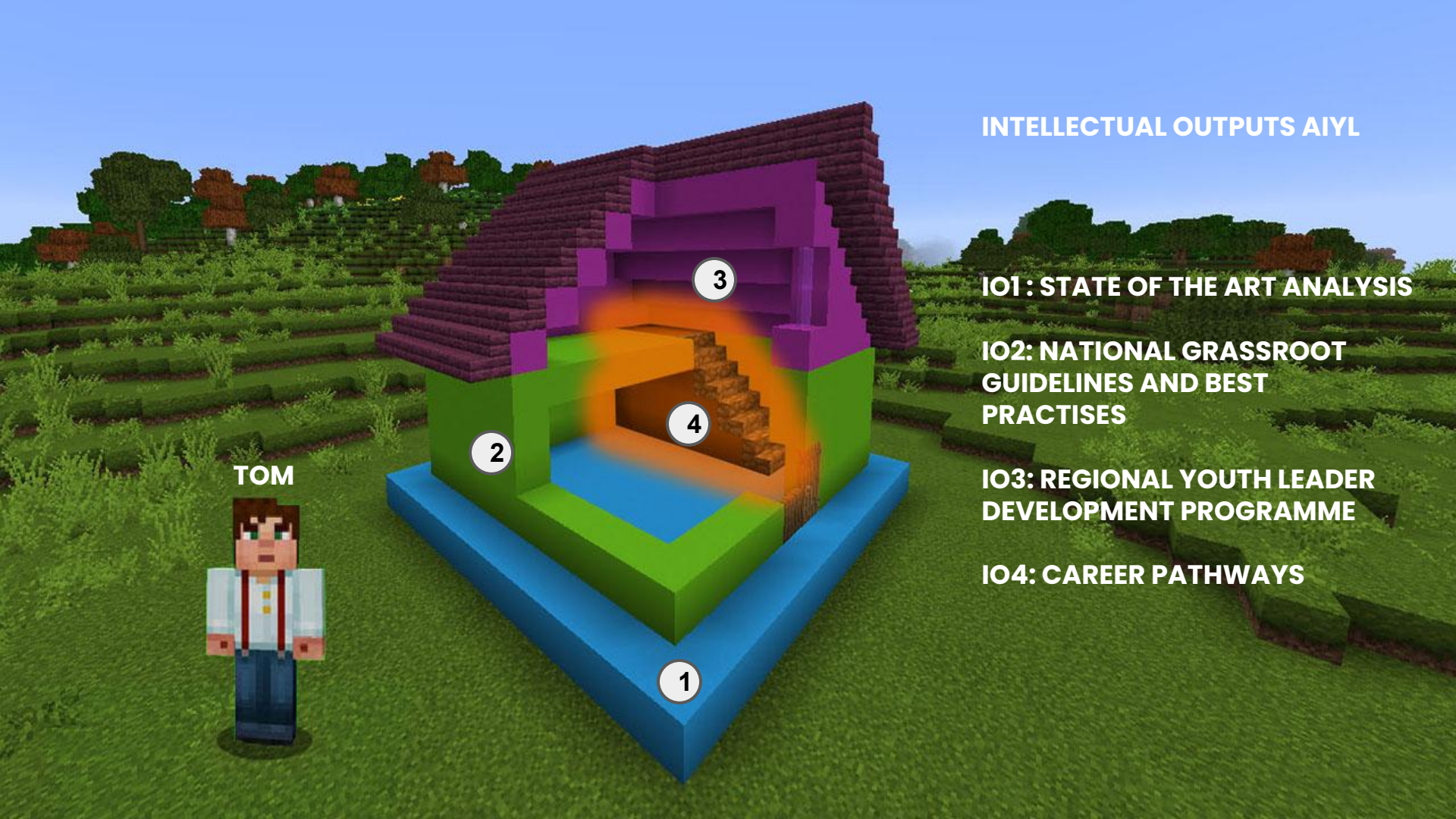

INTELLECTUAL OUTPUTS AIYL

IO1 : STATE OF THE ART ANALYSIS

IO2: NATIONAL GRASSROOT GUIDELINES AND BEST PRACTISES

IO3: REGIONAL YOUTH LEADER DEVELOPMENT PROGRAMME

IO4: CAREER PATHWAYS

Lunch

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Planning forward

Gino

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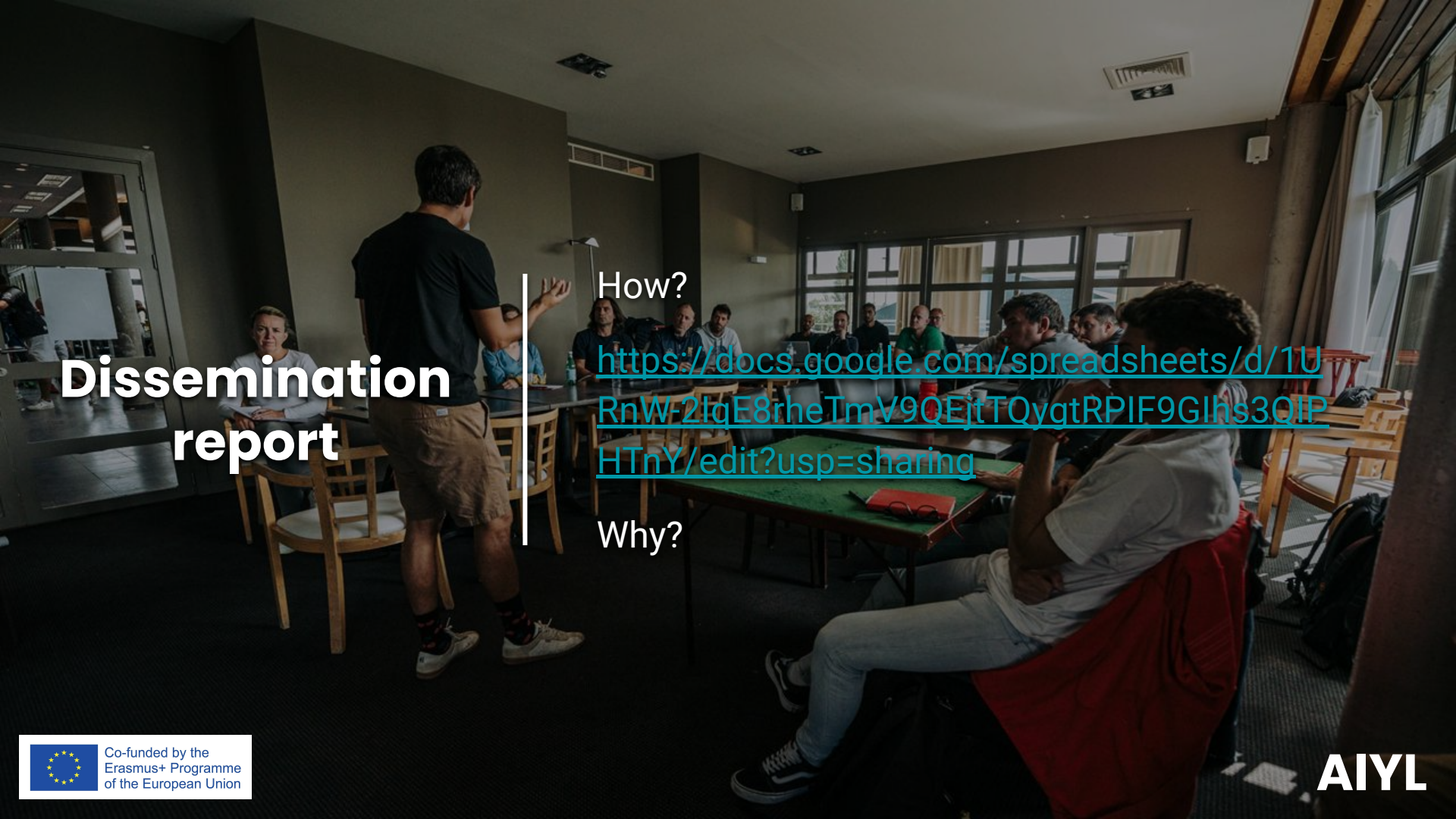

Dissemination report

How?

https://docs.google.com/spreadsheets/d/1URnW-2IqE8rheTmV9QEjtTQygtRPIF9GIhs3QIPHTnY/edit?usp=sharing

Why?

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Timesheet

Each partner – their own timesheet

Google Drive -> Timesheet and travel/accommodation request form

https://drive.google.com/drive/folders/1SKeYol4uxX0G-cdslm1UgBHDBjoYd0Fm?usp=sharing

Fill in every month

Be honest with the working days

Contact us when the real total number is way higher than planned

If lower, don't worry, we have a long way to go

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September 2022

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