



Aspiring and Inspiring Youth Leaders

August 2022 meeting
Cardiff



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**This project is a
collaboration
between**




**Svenska
Landhockeyförbundet**
Swedish Hockey Association



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A female field hockey player in a red uniform is captured in a dynamic pose, swinging her stick. The background is a blurred outdoor field with trees and spectators. The text 'Welcome and opening programme' is overlaid on the right side of the image.

Welcome and opening programme

Gino Schilders



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Agenda UK time

Monday 29th of August 2022

8:30 - 9:15 Breakfast	
9.15 - 9.30 Walk to the meeting room across the street	Chloe
9.30-10.00 Welcome and opening program	Gino
10.00 - 11.00 - Self regulation, Self evaluation	Gino / Cameron
11.00-12.00 - IO3 Leadership Curriculum Programme (framework /pathway/aims)	Thomas & Bartel
* Value Creation - Manchester	
* Personal & Team development - Cardiff	
* Sport Governance - 2022-/23	
* Project management - 2022-23	
12.00-13.00 - Lunch	
13.00-13.30 Recharge activity	
13:30- 14.30 - IO3 introducing 2 new modules	Thomas & Bartel
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15.00- 17.30 IO3 Workshop: Personal & Team development	Thomas & Bartel
17.30 - 17.45 travel back to Hotel	
17.45 - 19.15 refresh, free time	
19.15 - 19.30 travel to dinner	
19.30 - 21.30 Dinner	Dinner



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Tuesday 30th of August 2022	
9:30 - 10.00 - Review of day 1	
10:00-11.30 - IO2 Grassroot Programme	Cameron
* Quick update on the final pilot content	Cameron
* Feedback from the youthleaders to the pilots/pilot material	Youthleaders
* Feedforward : what to take into account for the pilots end of the year + commitment	Youthleaders
11.30 - 12.30 - IO4 Career Paths	Marek Zgraja / Gino Schilders
* Update on status and next steps	Marek Zgraja / Gino Schilders
* Review and inputs from the group (workgroup session)	3 groups
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13:30- 14.30 - 12 months planning	Gino
14.30-15.00 - Closing	Gino



Congratulations Chloe



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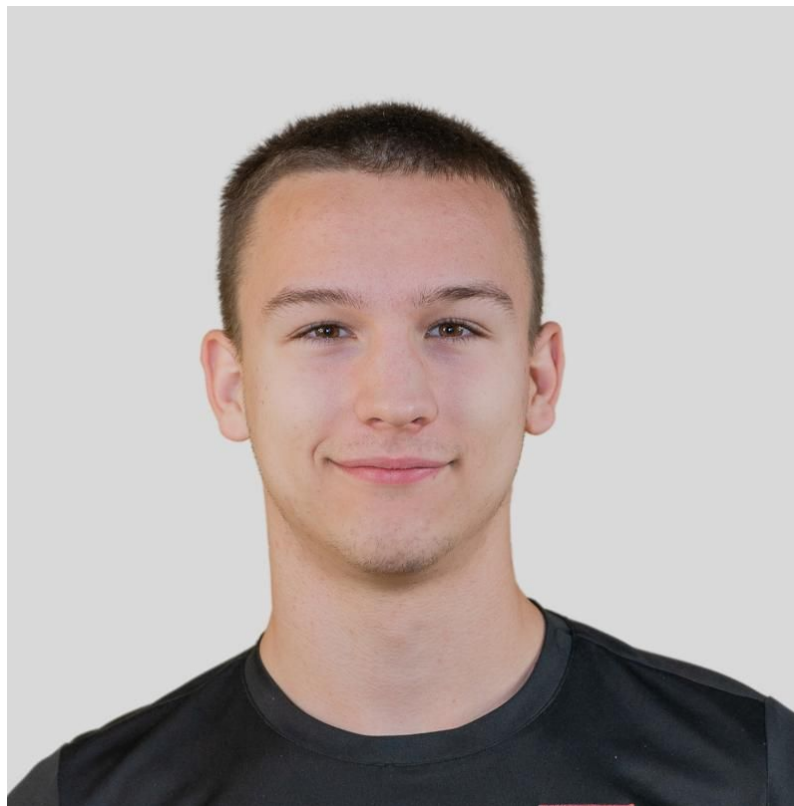
Welcome Lilly



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Welcome Robert



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Welcome Lucie



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Welcome to our SportsinQ twins Bartel and Thomas

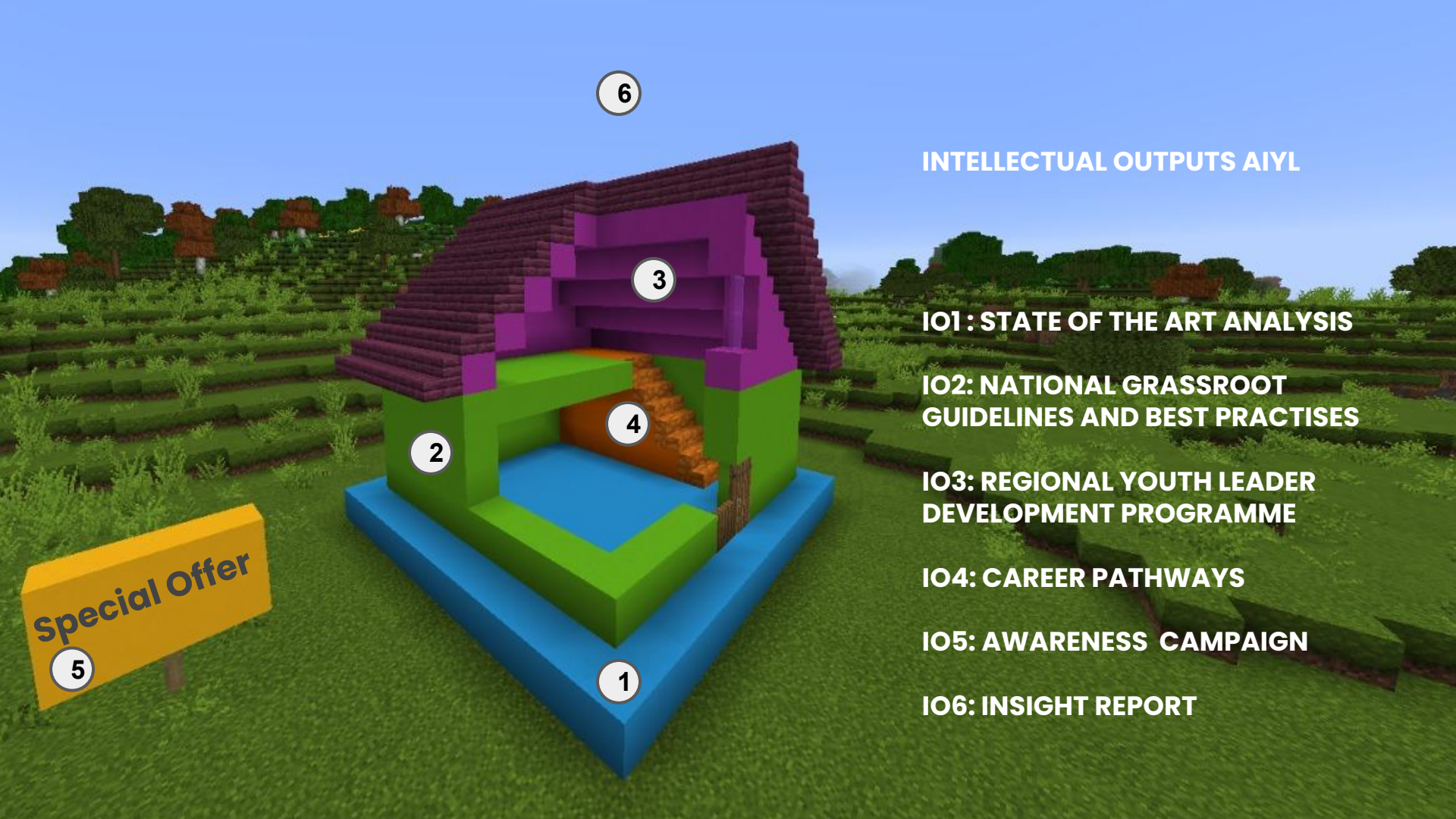
Cameron representing EHF/Tom/Cedric

Thank you Marjolein and Tom



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6

3

4

2

1

Special Offer
5

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



Self regulation, self evaluation

Cameron Findler &
Gino Schilders



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**Coaching
each other :
what did you
learn coaching
somebody
else?**

Who coaches who?
Chloe is the coach of Danylo
Danylo is the coach of Robert
Robert is the coach of Alina
Alina is the coach of Oskar
Oskar is the coach of Cedric
Cedric is the coach of Marek
Marek is the coach of Chloe



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Plan yr October session

Who coaches who?

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Oskar is the coach of Cedric

Cedric is the coach of Marek

Marek is the coach of Chloe



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Word Cloud



How are we doing?

- What did we say is leadership about?
- How do you rate yourself on these characteristics?
- What do you want to focus on these 2 days (share with neighbour on the right)
- Self reflection and feedback from neighbour at end of day 2



Word Cloud



How are we doing?

- Anybody wants to give feedback to the group on how we are doing?



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Thomas, Bartel



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Monday
29th of August

11:00 – 12:00 – Framework & Pathway – TT

13:30 – 14:30 – Into practice – TT

**15:00 – 17:30 – Business models & Sport Governance
workshop – BB**

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IMAGINE...





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**IMAGINE...
YOU WANT TO
BUILD A NEW
CLUB**



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young leaders

**IMAGINE...
YOU WANT TO DONATE
A FIELD TO A SCHOOL
IN GREECE**



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young leaders

**IMAGINE...
YOU WANT TO PLAY-ENJOY
HOCKEY AS A SOCIAL PROJECT TO
WITH KIDS IN UNDERPRIVILEGED
NEIGHBOURHOODS**



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**IMAGINE...
YOU WANT TO BUILD
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SCHOOL LEAGUE**



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**IMAGINE...
YOU WANT MORE
FEMALE COACHES IN
YOUR NATION(S)**



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**IMAGINE...
YOU WANT
SOMETHING....**

AIYL IMAGINE...

young leaders

TEAM EUROPE

Oskar, Robert, Lily, Alina, Chloe

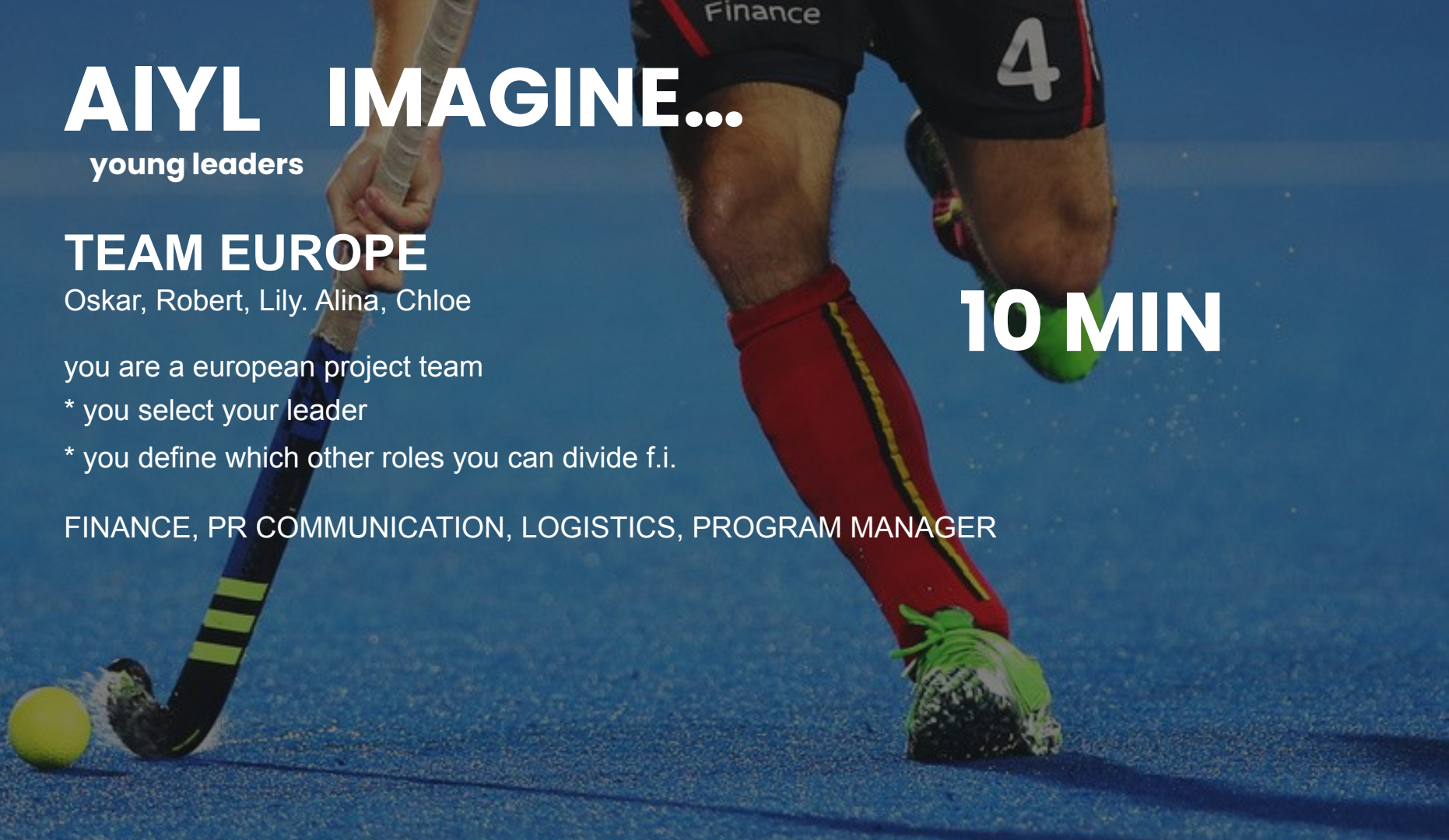
you are a european project team

* you select your leader

* you define which other roles you can divide f.i.

FINANCE, PR COMMUNICATION, LOGISTICS, PROGRAM MANAGER

10 MIN



AIYL IMAGINE...

young leaders

TEAM EUROPE

Oskar, Robert, Lily, Alina, Chloe

* you select your own "topic of impact" as a team – 15 min

Target group – area – duration – objective(s)-partners-sustainability -slogan

15 MIN



AIYL IMAGINE...

young leaders

TEAM EUROPE

Oskar, Robert, Lily, Alina, Chloe

* change your perspective.....from team to individual....

* you define your needs as a project leader

Do this as a group:

Capabilities, Skills, Knowledge

Personal Traits

Network

Other...

15 MIN





AIYL IMAGINE...

young leaders

TEAM EUROPE

Oskar, Robert, Lily, Alina, Chloe

* One of you will be exposed to a Dragons Den simulation

20 MIN

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young leaders



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young leaders Modules

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 Organizational 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
- * Allignment 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



(TEAM)-PROJECT

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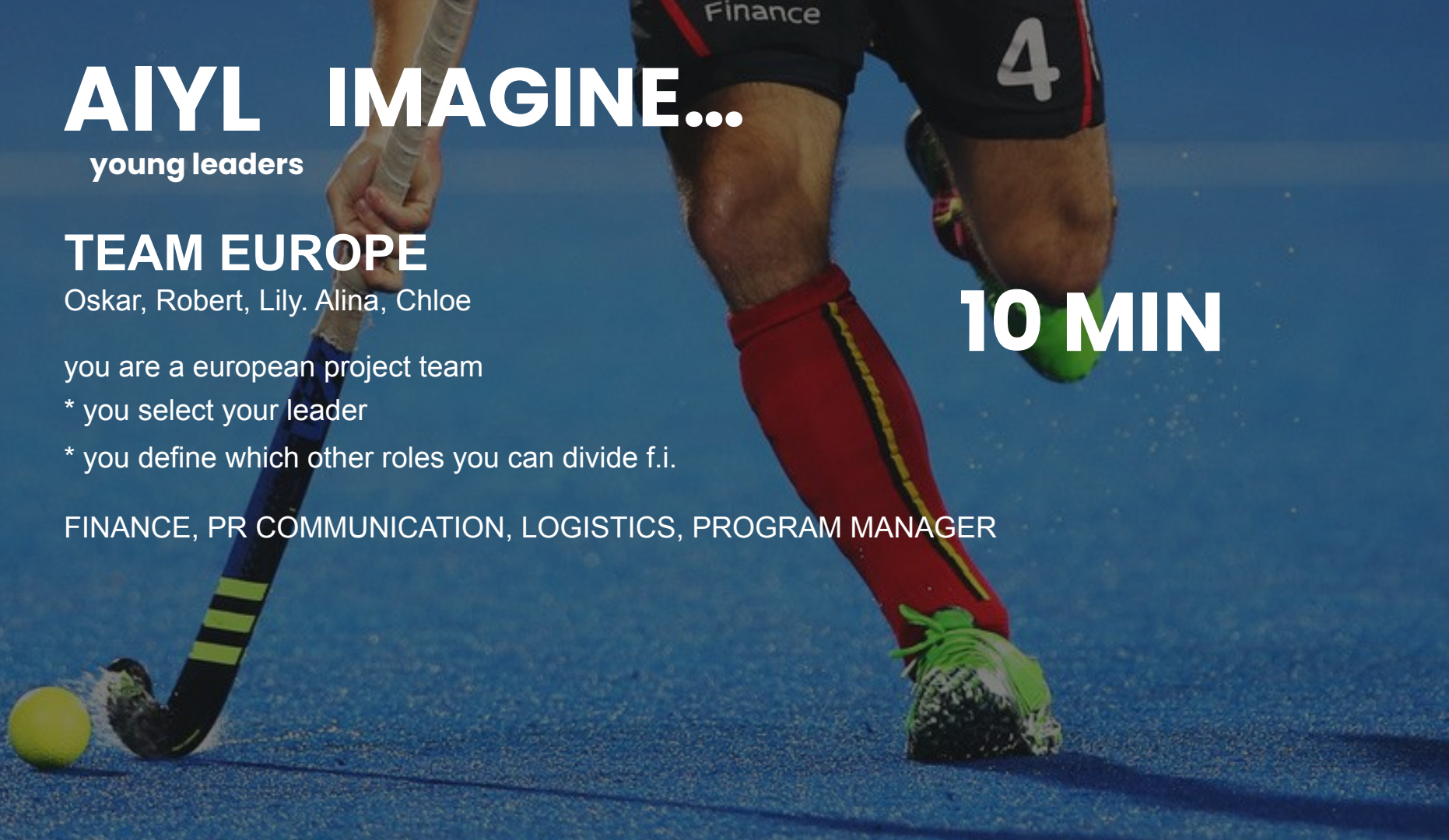
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Aspiring and Inspiring Youth Leaders

August Meeting
Day 2



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Welcome and agenda

Gino



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IO2 : Grassroot model piloting

Cameron Findler



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Grassroot model

- Update on content
- Feedback from youthleaders
- Insights for next pilots 2022



IO4 : Career pathways

Marek Zgraja & Gino Schilders

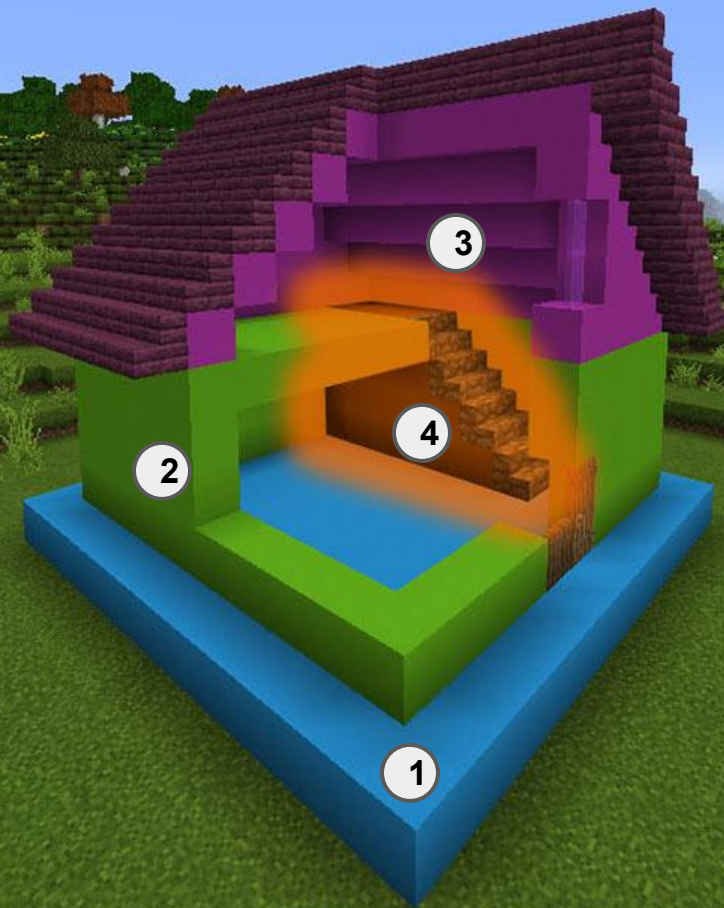


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INTELLECTUAL OUTPUTS AIYL

IO1: STATE OF THE ART ANALYSIS

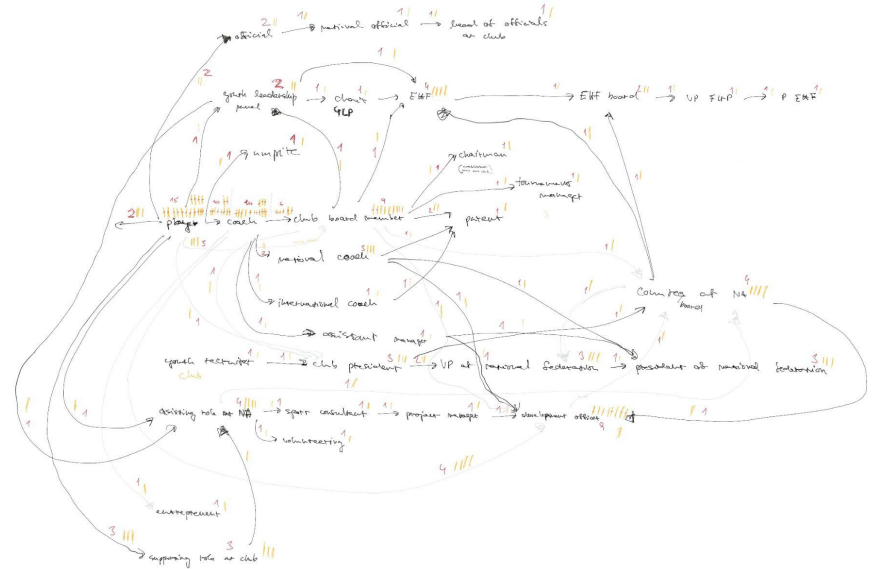
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**IO3: REGIONAL YOUTH LEADER
DEVELOPMENT PROGRAMME**

IO4: CAREER PATHWAYS

Career pathways

- Aim to find out how various people grow within the sport environment as inspiration for youth leaders
- 21 inputs collected





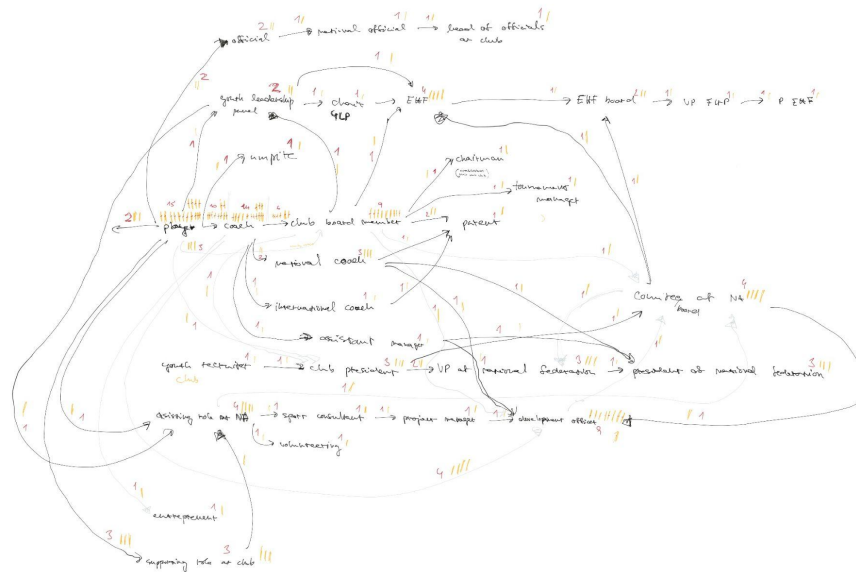
How did you first get involved in sport?

- Parents - players, chose this sport for them
- Friends
- School
- Their child started playing



Roles in sport

- Starting roles
 - Player, coach, volunteer
- Most common pathway:
 - Player → coach → club board member
 - Interesting that they do not usually go for NA level or EHF
- Interesting trend
 - Coach → development officer
 - Development jobs seems to be quite popular for more senior roles



Skills Gained from these Experiences

- **Management techniques**
 - Planning, adjusting, adapting
 - Trusting your vision
 - Inviting volunteers and engaging with their passion
- **Team**
 - Valuing teamwork, and communication
- **Leadership**
 - Practicing empathy and patience
 - Being proactive, open minded and a good listener
 - Empower and trust your people
 - Understanding that everyone has unique value that they bring to the team



"People need to believe you want the best for them, so you need a certain amount of motivational skills to tell a story."

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Motivation to pursue a career in the sport

- Skill development in the following areas:
 - Collaboration/Teaming
 - Social skills
 - Sense of responsibility
- Passion for the sport and nostalgia
- The ability to work with peers and the next generation of players (legacy)



Biggest Obstacles Faced

- **Operational**
 - Recruiting kids
 - Bureaucracy as well as dissimilar and unclear agendas and opinions
 - Balancing responsibilities outside of the sport
- **Mental Barriers**
 - Lack of self confidence, stemming from lack of experience and the male dominated environment
 - Lack of acknowledgement for my contributions and also for different opinions



"In many roles I was the only woman. In the beginning I didn't feel that very clearly, but being the only woman in a male dominated position, makes you feel lonely. This feeling has been an obstacle I had to overcome. Not only was I a different sex, I had a different opinion and a different point of view and vision."



Recommendations for a youth leader

- Being proactive, open minded, while confident in your vision will help you progress
- Pursue opportunities that excite you but take the resulting responsibilities seriously
- Allow outside experience to inform decision making
- Have clarity on why you are actually doing what you're doing and why you like to grow



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Next steps?

Description:

Motivational career pathway definitions for Youth Leaders starting from grassroots development up to executive board positions

Form

A document describing possible pathways and the skills/competencies needed to successfully grow in the sport administration arena.

Impact / Transferability

The career pathways will ensure that Youth Leaders are not only equipped to “drive the car” but we will also provide them with a “map” to get to their destination. By including ways how to navigate in the political processes, the impact will be enhanced even more as this part of the process is one which is underrated based on our experience



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Lunch

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12 months planning

Gino



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See Actionplan from page 58



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Dissemination report

How?

<https://docs.google.com/spreadsheets/d/1URnW-2IqE8rheTmV90EjtTQygtRPiF9GIhs3QIPHTnY/edit?usp=sharing>

Why?



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Dissemination exercise



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Closing

Gino



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- **Write a small article?**
- **Put pictures in the group**
- **Your aims for this session (review with neighbour)**
- **Next year**
-



How are we doing?

- What do you want to focus on these 2 days (share with neighbour on the right)
- Self reflection and feedback from neighbour at end of day 2



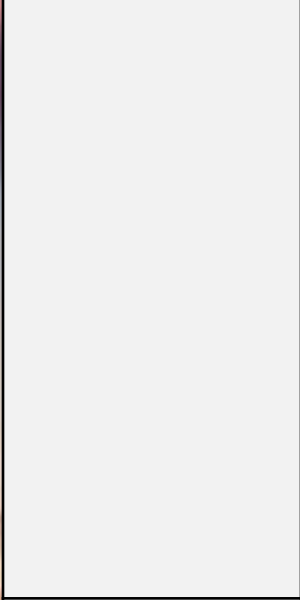
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February 2023 Multiplier event + 1 additional meeting



Event number	1
Event's title and type	The Aspiring and Inspiring Youth Leaders sharing event: update for hockey partners and youth forums
Start and end date	February 2023
Venue	Brussels
Leading organisation	Czech Hockey Federation (CHF)
Participating organisation(s)	<p>This event will be aimed at the hockey Youth Leaders, EHF hockey development committee members, youth forum representatives.</p> <p>An estimated 36 guests/participants (31 local / 5 international) will be invited to join the Multiplier session to share the outcomes outside of the regular dissemination audience. The meeting will be held in Belgium as it is planned to coincide with an EHF Development Committee meeting with representatives from 14 different hockey nations as well as the Youth Leadership Panel meeting with representatives from 12 different countries. For this meeting we also plan to invite ENGSO representatives. ENGSO Youth is the non-profit youth organisation of ENGSO which focuses on the "European Youth Sport for All" sector. They promote topics such as sport diplomacy, health, social inclusion, education, employability and sustainable development.</p>



The following people will be invited:

- 19 EHF Development committee members (members from national hockey associations representing all European hockey nations regarding European coaching and development topics)
- 12 Youth Leadership Panel (Hockey board with young leaders)
- 3 ENGSO representatives
- 2 Representatives from other youth sport forums (will be investigated further)

For reason that the EHF Development members will already in Belgium and so is the Youth Leadership Panel, we will count with these participants as “locals” and so allocate only 100 euro / participant

Intellectual output(s) covered

5 out of 6 intellectual outputs will be covered but most time will be dedicated to IO2, IO3 and IO4 which represent the concrete development curriculum for Youth Leaders. This because we would like the participants to consider embedding the programme (or part of the programme) in their own organisation or at a minimum to bring this new development programme to the attention of their members/partners. IO6 “Learnings insight report on involving Youth Leaders” will not be covered as it will not be ready yet. We will use this session as an opportunity to ask participants for input how to ensure sustainability after the project ends.

Intellectual outputs overview:






Event description

3-5 hour meeting covering the following agenda:

- Welcome, introduction, objectives of today (CHF).
- Executive summary of the programme (CHF / EHF).
- IO1: short intro to the “State of the art analysis and youth insights”.
- IO2,IO3,IO4: workshop where participants get acquainted with the content in an experience-like way.
- IO5: presentation of “guidelines on awareness raising” with focus on what-works and what-does-not-work-yet highlighting the main learnings of this output.
- Interactive workgroup session to get input from participants on their ideas how to ensure that the programme will be successful after the 3 years.
- “What could you use?” session where we would like to challenge the participants to think what they could do with the outputs of this project within their area or work/responsibilities and/or how they can share this know-how further.

The CHF and EHF will moderate the sessions. Content will be delivered by the different project partners. Parts of the agenda will be interactive to ensure a dynamic session and active involvement from participants which will help to make the content “stick”. This approach will also reflect the way the development programme for Youth Leaders will be set up (combining academic with practical learning) so all will get a good feel of the project.

We will have a marketing person available capturing the discussions, feedback, inputs in order to follow up where necessary and to write an article about the session which will be shared via various forums. A press release will be made to give this



Multiplier event ideas



One session left due to online (Covid) session

2023	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	
PHASE	PHASE 4												
	PHASE 5												
		PHASE 6											
IO's	IO 2												
	IO 3												
	IO 5												
		IO 6											
MEETING		MP BE Brussels						#5 CZ Prague	#6 BE Brussels			MP BE Brussels	

April or May 2023? If IO3 pilot (video)



Thank you



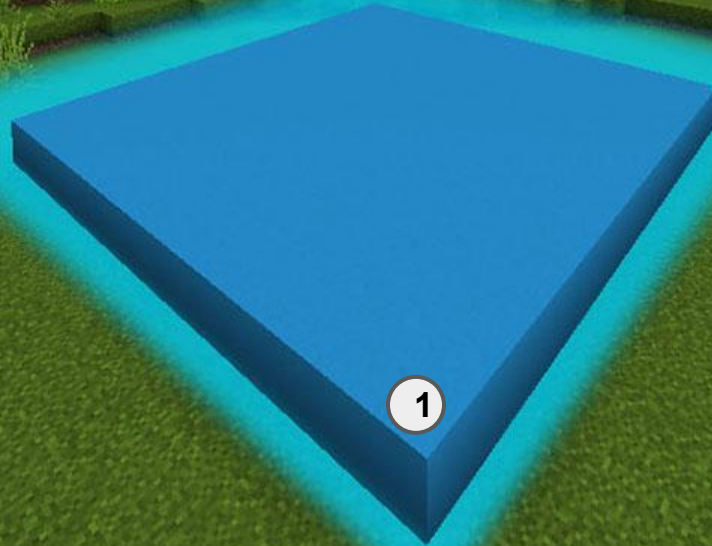
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INTELLECTUAL OUTPUTS AIYL

IO1: STATE OF THE ART ANALYSIS

ADAM

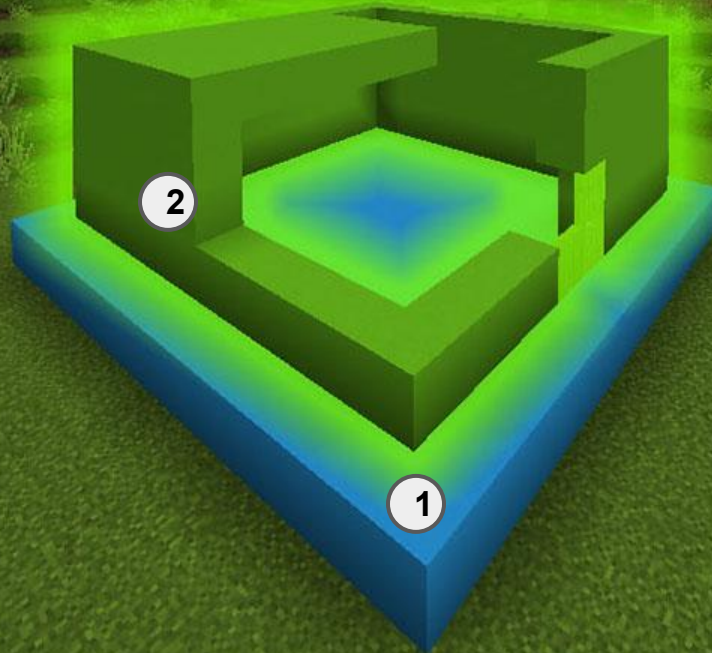


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TOM



**THOMAS
& BARTEL**

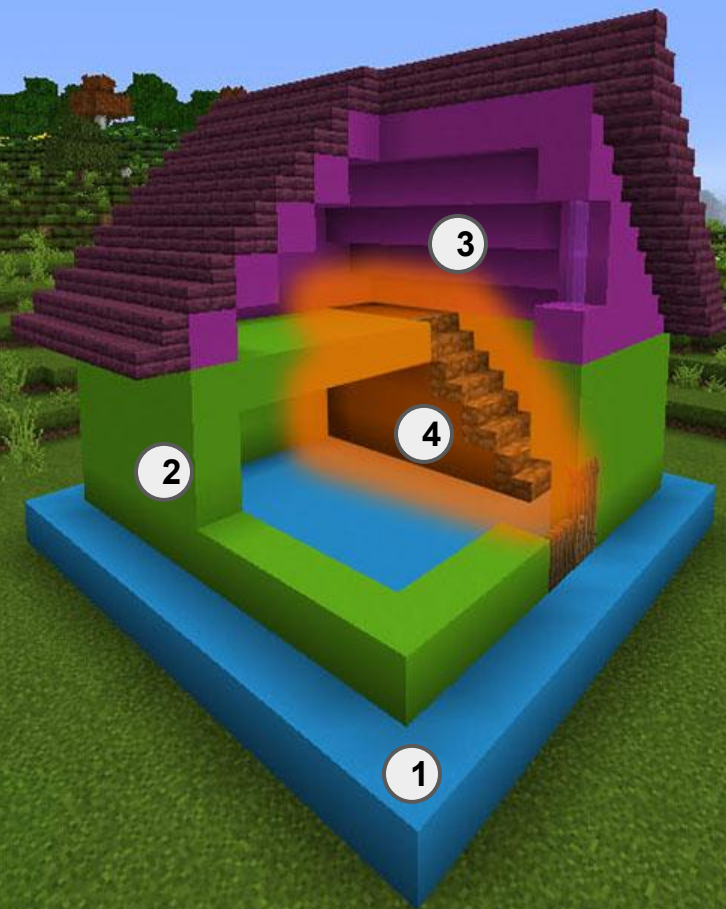


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