

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 is overlaid on the right side of the image.

Aspiring and Inspiring Youth Leaders

November 2023 Brussels

**This project is a
collaboration
between**



**Svenska
Landhockeyförbundet**
Swedish Hockey Association



Co-funded by
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AIYL



Welcome, introductions, agenda

Gino Schilders

Welcome Linda



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Welcome Joe



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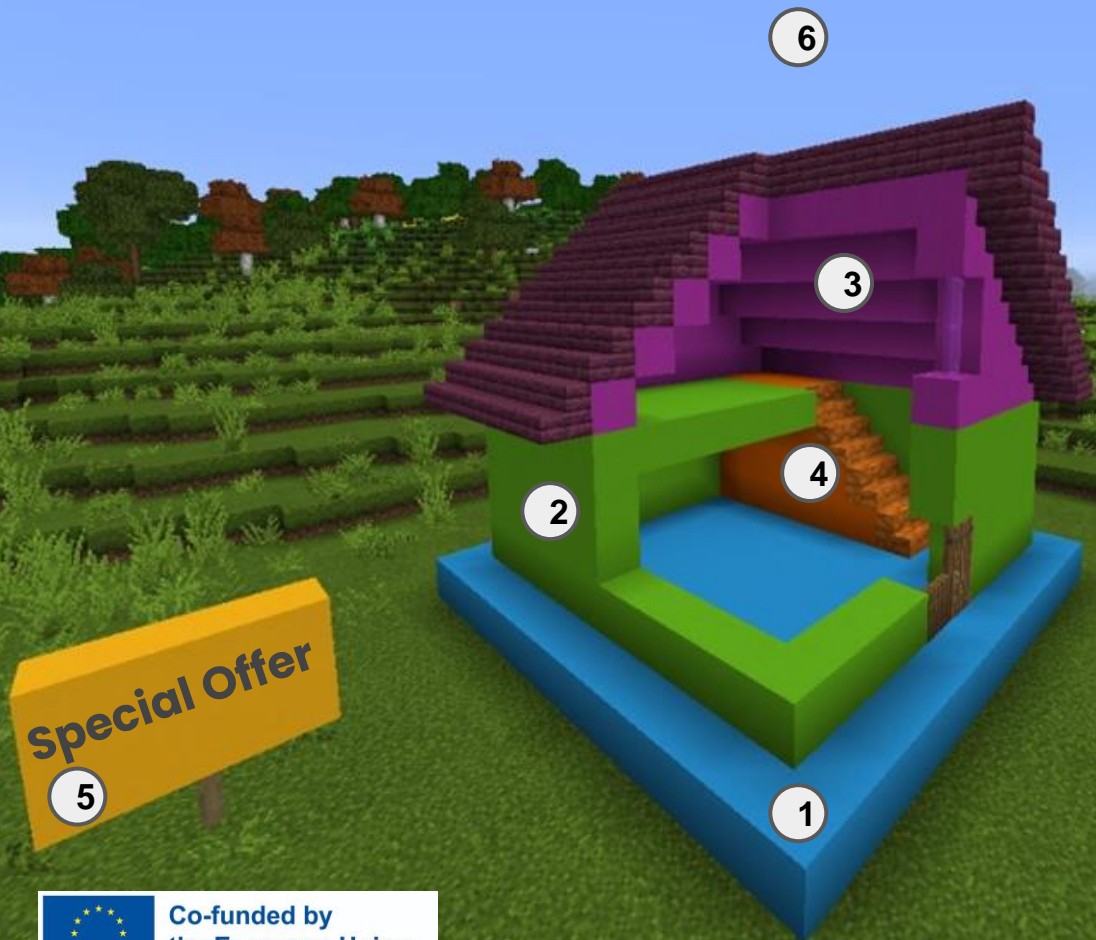
AIYL

Agenda - Brussels time

Wednesday 29th of November 2023 : transnational meeting

10.30 - 10.45 : Welcome, introductions, agenda	Gino
10.45 - 11.00 : Multiplier event agenda and objectives	Gino
11.00 - 11.15 : IO2 presentation of final product	Cameron
11.15 - 11.30 : IO3 presentation of final product	Cameron/Gino
11.30 - 12.00 : Help with sharing: when will you receive what?	Cameron/Gino
12.00 - 13.00 Lunch	
13.00 - 15.00 : Youth Leaders : Coaching session with Marjolein	Marjolein
13.00 - 15.00 : Andrea/Adam/Cameron/Gino : Evaluation and legacy document	Adam / Gino
15.00 - 15.20- Break	
15.20 - 16.40 : Team evaluation and learnings	Adam
16.40 - 17.15 : Wrap up and next steps	Gino





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



Multiplier event

Gino Schilders

Multiplier event 30.11.2023 in Eurohockey offices

- Programme
- Video
- Signatures of attendee list

Thursday 30th of November 2023 : multiplier event

13.30 - 13.35 : Introduction and overview	Gino
13.35 - 13.45 : What is leadership and why it matters	Adam
13.45 - 13.55 : Personal reflection, why should people embrace youth leadership in	Ugne
13.55 - 14.15 : Building youth networks in the countries (IO2)	Cameron
14.15 - 14.35 : Youth Leadership development programme (IO3)	Bartel
14.35 - 14.50 : Legacy and impact	Tom Pedersen
14.50 - 15.00 : Call to action + Q&A	Gino



[Aspiring and Inspiring Youth
Leaders in Cardiff, August
2022 - YouTube](#)



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IO2 Presentation and final product

Cameron Findler

WHAT IS IO2?

IO2 AKA the **EuroHockey Institute National Youth Leadership Certificate.**

Developed by EuroHockey, StreetGames, and Hockey Wales.

To inspire and upskill youth leaders around hockey and to act as the launching point for national associations to create their own youth leadership panels or networks.

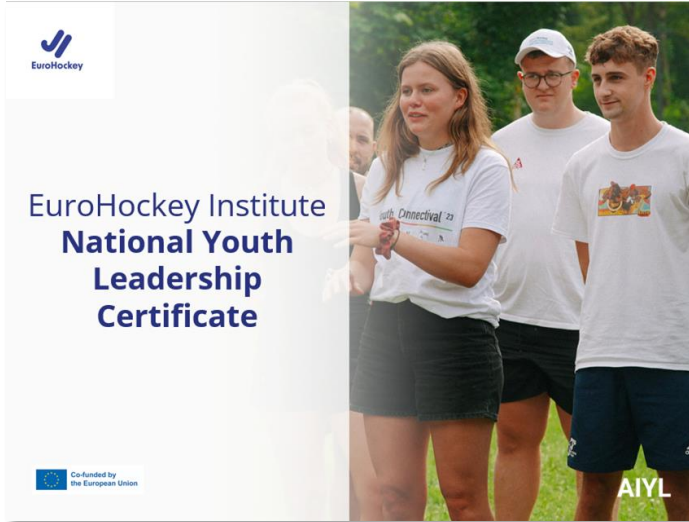
Piloted in 4 countries, teaching us that it must be adaptable programme to suit the diverse hockey context.



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FINAL RESOURCES National Youth Leadership Certificate



An adaptable and interactive presentation

A supporting handbook with additional activities to *replace* or *supplement*

Both will be translated into 6 additional languages by youth leaders



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FINAL RESOURCES National Youth Leadership Certificate

Split into **4 modules**:

- Communication
- Leadership
- Governance
- Project management

Group of strangers



A youth panel with a plan!



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GOALS National Youth Leadership Certificate

Short-term

To inspire and upskill youth leaders around hockey

Long-term

To increase the number of youth panels/groups across Hockey in Europe.

How will we achieve this?

Youth Leadership Certificate

Sharing knowledge

Solidarity grants



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IO3 presentation and final product

Cameron Findler

TIMELINE Aspiring Youth Leaders Certificate

Application window in January each year

Selection process via Dragon's Den

4 online modules

In-person module and graduation event at EuroHockey event

Timeline

Month	Activity	Location
January	Nominations	
February	Selection (Dragon's Den)	Online
March		
April	Module 1	Online
May	Module 2	Online
June	Module 3	Online
July	Module 4	Online
August	Summer break	
September		
October	Graduation / Module 5	EHL KO16



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THE TEAM Aspiring Youth Leaders Certificate



Lead Mentor
Jamie Hooper



Institute Coordinator
Cameron Findler



**Special Guest
Lecturers**



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THE CONTENT Aspiring Youth Leaders Certificate

5 Modules

1. Introduction Sport Technical Management
2. Sport & Culture
3. Personal leadership and Leading effective teams
4. Governance and ESG's
5. Value creation and developing a business plan

Each module contains:

2 x 2 Hour Workshops

1 assignment to be done in-between the workshops

Additional reading to be done outside of the workshops



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EXAMPLE MODULE Aspiring Youth Leaders Certificate

Example Module: Personal Leadership & Leading Effective Teams

Pre-workshop preparation

- a. Let the participants find out what their personal saboteurs are via the following (free) link:

<https://www.scienceofpeople.com/core-values/>

This link provides an overview of your saboteurs and a description of them.

The participants should hand in a presentation of a couple slides where they:

1. Write down their saboteurs
 2. Which do they recognize and which don't they recognize?
 3. Can they give some examples where they recognized their saboteurs?
 4. Give a description how they deal with their saboteurs.
- b. Assign students to make 1 interview each with a coach or staff member of the national team or of a Club involved with top hockey.
- 1) What are 3 challenging topics where the staff needs multidisciplinary collaboration?
 - 2) What are 3 examples where the staff members had different point of view and the final decision was difficult to make?

Present this in a short video (max 5 min).

Time investment: 2hrs



EXAMPLE MODULE Aspiring Youth Leaders Certificate

Example Module: Personal Leadership & Leading Effective Teams

Workshop 1

00:00 - 00:10: Welcome and introductions:

- Share expectations and concerns
- Explain program of this session
- Ask 1 teaser opinion like f.i.:
*Consider the question who they find an example of strong personal leadership and why

00:10 - 00:40: Sharing the presentation and discuss outcomes preparation A

- Participants share their presentations and comment on them (5 min per participant)
- Educator reviews the outcomes / findings of the participants.

00:40 - 01:00: Personal leadership

- Introduction to personal leadership & leading effective teams
- Personal leadership

01:00 - 01:10: Break

01:10 - 01:40: Personal leadership

- Self-awareness
- Self-management
- Give different types of examples of personal leadership (athletes/coaches for instance)

01:40 - 02:00: Educator presents assignment for second meeting

- Interview with a coach or staff member of the national federation or of a Club involved with top hockey.



EXAMPLE MODULE Aspiring Youth Leaders Certificate

Example Module: Personal Leadership & Leading Effective Teams

Workshop 2

00:00 - 00:10: Welcome and introductions:

- Explain program of this session
- Educator asking teaser question:

Q: what are the eye openers so far?

00:10 - 00:20: Procedure assesment

- Educator explains the procedure of the presentations and assessment-
- Presentation (7 min – Q&A 2 min – 1 min assessment scoring- quick recap of Educator 2 min) =10-12 min
- Assessment: peer to peer 50% + educator 50% - scale 1-10/2
- Rehearse 1 digital assessment with the group

00:20 - 01:00: Sharing the interviews of each participant

- Participants share their interview and their key learnings (7 min per participant)
- Educator reviews the outcomes / findings of the participants.

01:00 - 01:10: Break

01:10 - 01:40: Multi- and interdisciplinary collaboration

- Short interactive lecture about multi- and interdisciplinary collaboration with examples
- Ask a few students what came out of their interview of preparation B
- Discuss this with the group

01:40 – 02:00: Conclusion

- Educator presents the results and congratulates the participants
- Reflection on the expectations and concerns from the start of the Workshop week
- Participants can ask questions and engage in open dialogue about their recommendations.
- Look forward to the next set of workshops





Help with sharing

Cameron Findler &
Gino Schilders

Your support needed for IO2

IO2:

- Introduction mail to national federations
- Presentations in various languages
- Promo video and snippets
- Social media visual (Cameron?)

2024 plan

- Online session with your presidents/board to introduce IO2 and IO3
- Continue with the forum in your country or start a first official round
- Support other countries where needed and where you want to get involved



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Your support needed for IO3

IO3:

- Introduction mail to national federations
- Invites for candidates
- Promo video and snippets
- Social media visual (Cameron?)

2024 plan

- Online session with your presidents/board to introduce IO2 and IO3
- You are the ambassadors
- Reach out to Jamie if you want to get involved



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Lunch



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Coaching session with Marjolein

Marjolein Torenbeek & Youthleaders

Evaluation and legacy document

Workshop meeting : outcomes will be part of the official evaluation and legacy IO6



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Break 20 min



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Team evaluation and learnings

Adam Evans &
Gino Schilders

You do not win or loose, you win or learn

Win

- We delivered
- Involvement of a wider group of youth leaders and valuable insights
- Respect for Andrea, Cameron, Bartel, Thomas, Adam for the weight lifting in the background
- We delivered and have a good implementation plan
- Network build and spin off results
- Good first activities in various countries
- Hockey Institute timing and embedment
- Interest from federation development representatives

Learnings

- Different level of engagement and pro-activity of youth leaders
- How to prevent fluctuation (more touch moments?)
- Document financials in more detail





Wrap up and next steps

Gino Schilders

Finances

- Travel costs : send latest 10.12.2023 to Michaela. Too late? possible non-payment
- IO fee : 70% already invoiced. May 2024 expected green light and last 30% payment
- Use „payment request“ instead of „ Invoice“
- •Description: "Request for reimbursement of costs incurred in connection with Erasmus+ project - AIYL (Aspiring and Inspiring Youth Leaders) as agreed in the Grant Agreement."
- should just feature the amount. No VAT for the IO fee Payment Requests
- No other possible currency then EUR for the IO Fees
- Payment requests can not have IO Fee and e.g. travel in 1 invoice. Travel to be claimed seperately





AIYL

Let the world know

- Create a post now and share with the world. Share link with Michaela
- 15 minutes

Videos from last sessions



LOONEY TUNES



That's all