



Leadership in Sport Program

Summary for applicants

October 2022





Leadership is the art of motivating a group of people to act toward achieving a common goal.

The Leadership in Sport Program is:

Co creating a culture of excellence in Nova Scotia's high performing sports.

Providing an opportunity to collaborate across roles and among sports will develop the skills that unite us.

Focused on those who are committed to improving the environment of high performing sports in Atlantic Canada. Executive Directors, Technical Directors, Canadian Sport Centre Atlantic and Sport Nova Scotia staff are invited to apply

“We are problem solvers on a committed journey of personal improvement.”



Leadership that Focuses on People and Performance

Clarity: Purpose: Define personal why's - why are you in the Sport environment?

Vision: Develop a clear vision of what a culture of excellence looks like in your high performing environment. A vision that is focused on supporting and developing people and driving performance. Shared Understanding: Define people's belief in what good leadership is/looks like and why.

Commitment: Provide staff a deliberate time to work on being an effective leader. Developing these skills is essential for everyone to positively contribute to a high performing environment.

Collaboration: Provide an opportunity to collaborate across roles and among sports and work on the skills that unite us.

Culture: Co-create a culture of excellence in Nova Scotia high performing sports.

Change: Improve skills required to facilitate positive change. Drive equity diversity and inclusion.

Delivered by:

Dr Jenn Walinga - Olympian and Professor, Royal Roads University

<https://www.royalroads.ca/people/jennifer-walinga>

Judy Riege from Connected Leaders

Connected-leaders.com

Supported by Support for Sport



Program Overview

The program is based on three main sections. Throughout the program you will be part of **building a community of practice** learning to transform self and others. You will apply leadership and communication skills to collaboratively solve challenges in the sport group, organization and or system.

1. **Leading Self** - Learning to know, Learning to be and Learning to transform self
2. **Leading Others** - Learning to know and Learning to do
3. **Leading Organizations and Large Systems** - Learning to know and Learning to Transform



Schedule

Year 1

weekly live interactive sessions Mondays 1-2pm Atlantic time, primary content delivery and application of content

Block 1 (Oct - Dec)	Leading Self - Weekly 1 hour live virtual gathering + one on one planning sessions with instructor (Oct)
Block 2 (Jan-Feb)	Leading Others - Weekly 1 hour live virtual gathering + one on one planning (Jan)
Block 3 (Apr-May)	Leading Organizations - Weekly 1 hour live virtual gathering + planning for year 2

Year 2

Application of content, personal reflective practice, one on one mentorship (1-2hr/month) with selected mentors. Three Group sessions (one in each of October 2023, Jan 2024 and Apr 2024)



Expectations

Participants would need to commit to self improvement and full engagement by creating a leadership development plan. This plan will include self-reflection and monitoring, as well as identifying regular self, peer, and supervisory performance review opportunities focused on continual refinement of the plan

Entry Criteria:

Applicants should be **currently working full time in sport**, in a leadership capacity.

Applicants are required to submit a **letter of endorsement from their employer** supporting involvement and a **letter of interest** confirming commitment to the two year program as well as outlining the following:

- the impact you want to have in your sport/organization;
- the leadership skills that you want to enhance and why this would matter.

To apply please send a copy of your resume, and application documents to leo@cslatlantic.ca by September 8th 2022 at noon atlantic time.

Mentorship:

An important aspect of the program in year 2 will be mentorship for the participants as they work through the practical application of the knowledge gained in year 1.

Participants are asked to identify mentors based on the potential mentor's experience as a leadership professional and demonstrated ability to successfully mentor others. Mentors do not have to be from the sport industry and, ideally, the program will recruit a diverse group of mentors with varying backgrounds and experiences. Please feel free to



reach out to your facilitators and other leaders across the system for mentor recommendations or suggestions.

Mentors are asked to submit a CV for our records and to commit to a mentorship agreement and plan co-created by the participant and the mentor. Mentors will be given the opportunity to take an online mentorship training course (optional).(CONNECT program). Final mentor review and acceptance will be made by Mark Smith, Leo Thornley, and one additional representative from the founding organizations (CCH, SNS, CSIA).

Participants will also seek to mentor others. Choose a mentee with whom to form a more intentional relationship that you will engage with and track formally as a mutual learning and professional development experience.



Sample Resources

[Barrett Values Centre](#)

[The New Science](#) by Margaret Wheatley

[Sport Law and Strategy Group](#) Resources

[The Third Factor](#) by Peter Jensen

[Images of Organization](#) by Gareth Morgan

[Reinventing Organizations](#) by Frederic Laloux

[Team of Teams](#) by Gen Stanley McChrystal

[Servant Leadership](#) by Robert Greenleaf

[Canadian Women and Sport](#)

[Sport Management Hub](#)

[Play the Game](#) Canada

[SIRC](#) Resources

Leading From Strengths [Marcus Buckingham](#)

Margaret Wheatley Free Articles: <https://margaretwheatley.com/library/articles/>

Peter Drucker Institute: <https://www.drucker.institute/perspective/about-peter-drucker/>

Jay Conger: <https://www.jayconger.com/>

Sally Helgesen:

<https://www.strategy-business.com/author?pg=all&author=Sally+Helgesen>

The Johari Window

<https://www.businessballs.com/self-awareness/johari-window-model-and-free-diagrams/>

The Ladder of Inference

<http://www.christinenoffz.com/rethinking-thinking-using-the-ladder-of-inference/>



Body Language:

<https://www.businessballs.com/self-awareness/body-language/#quick-reference-guide-translation-of-gestures-signs-and-other-factors>

David Cooperrider Appreciative Change Model: <https://www.davidcooperrider.com/>

Rosabeth Moss Kanter Leading Positive Change:

<https://tedxbeaconstreet.com/blog/rosabeth-moss-kanter/>

Case Study Curling "change the rules, change the game":

<https://sirc.ca/blog/sport-insight-the-rule-change-that-revolutionized-curling/>