



WLVT
We Lead Volleyball Together

Profile intake and selection method



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1. About We Lead Volleyball Together

The We Lead Volleyball Together programme is taking place at 27 Volleyball Clubs and 9 schools in Denmark, Iceland, the Netherlands and Norway. Our goal is to support 141 young people (16-20 years) to lead youth events in their clubs and at schools for 1,600 youth (13-15 years), providing them with knowledge, skills and opportunities to do so.

Why? We find it important to see more youth shaping volleyball to their wishes. For example, while a lot of girls and women play volleyball (50 to 68% of the club members is female in the countries mentioned above), only 10 to 26% of them are leaders in volleyball (think of coaches, referees and board members).

That is why, in this programme we want to encourage and support young people to use their talents in organising youth events for their clubs, and while doing that developing their talents, and practising and learning leadership skills. After the programme, there will be follow-up opportunities upon your wishes. Examples of those are shaping the game of volleyball by being a good team player, encouraging the team as a team captain or role model, coaching and mentoring the team as a coach, making the calls as a referee, organising events and organising the club as a board member.

So that everyone can take part, adding her and his talents creating the best environment for everyone to enjoy and grow in the sport, making the whole game better for everyone involved.

In this document the profiles and selection method are described for the Young Leaders, Club Mentors, National Facilitators and Role Models.

2. Young Leaders

Create your own Youth Volleyball Event!

Are you between 16 and 20 years old? Do you want to design volleyball activities for youth, starting with organising one or more youth events in your club?

After the 6-month programme [from Month X to Month Y] you have:

- Developed your talents as a person, and as a team.
- Learned everything around organising sports events, the practicalities as well as skills that it needs, like goal-setting, planning, engaging supporters, and how to enthusiasm and guide 13–15-year-old participants.
- Developed leadership skills in volleyball (and in life!) while doing all the above.
- Explored several opportunities where you can be(come) a youth leader in your club.
- Become aware of the differences between leadership opportunities for females and males.
- And ultimately: Good memories about that great youth volleyball event you have organised!

Requirements

We are looking for young people, who:

- Love volleyball!
- Have ideas for youth in your club, you can listen to those of other young people in your club, who like to work in a team to make these ideas come to reality.
- Are curious and happy to learn more about all of this.
- Have time to commit a maximum of 2 hours per week, ideally planned around your training times.

What we offer

- Fun & practical exercises & meetings that gradually build up to the organisation of the event(s).
- Teamwork with 4-6 other young people from your club to come up with an ideal event.
- Support from a Club Mentor to make your dream event a reality.
- Many opportunities to try out different talents, roles and skills. So don't worry, we do not expect you to know it all when you start. As this programme is meant to create and practice. You may fail and try again – while we support you in doing that. Meanwhile, you are developing your talents and skills, like goal-setting, guiding others, problem-solving and gaining support, and many more!

- Participation is for free and includes travel costs to 1 or 2 national in-person trainings and event budget.

How to apply

Send in a written (max. 0.5 page) or video (max. 2 min) motivation.

Your name, club name, team name and your contact details.

You can send these to [email/WhatsApp no.].

Or contact us for more information.

3. Club and Club mentors

Engaging Youth for a flourishing Volleyball Club!

Young people (16-20 years) can and want to shape volleyball activities in their club, starting with organising one club event and – together with other clubs – one school event. For the club, this means mentoring future volunteers and leaders, who are vital for our clubs.

For Club Mentors

In the We Lead Volleyball Together programme, we will support Club Mentors on how to reach youth, how to build on their motivation, and how to mentor them successfully.

After the programme period of 1.5-month preparations and 6-months guidance of youth [from Month X to Month Y] Club Mentors have:

- Learned about barriers that keep youth and women away from decision-making positions and gained knowledge on how to create inclusive decision-making.
- Increased knowledge on engaging young people in leading club events, and how to mentor them in goal setting, planning, organising, failing, reflecting, and doing it again. In short, provide them with opportunities to practice and learn leadership.
- Created the best environment for everyone to enjoy, participate and lead, making the whole game of volleyball better for everyone involved. And ultimately, you look back at that great volleyball event organised by youth you have mentored!

For Board Members

In addition, for Board Members, the programme gives you tricks and tools on how to engage decision-makers in the club to support the new generation towards leadership.

After the programme period of 7.5 months [from Month X to Month Y] Board Members have:

- Learned about barriers that keep youth and women away from decision-making positions and gained knowledge on how to create inclusive decision-making.
- Offered a variety of opportunities to practice leadership to young people.
- Engaged other decision-makers in the club to support youth leadership and to develop a sustainability plan for inclusive leadership.

We will build this programme around youth leadership, based on scientific proof and years of experience together with you!

Requirements

We are looking for Volleyball Clubs, who want to join our programme, and have [1-2] Club Mentors and 2 Board Members available for a period of 7.5 months.

Club Mentors

- Have experience in working with young people in volleyball (for instance, as a coach or teacher, team captain, mentor or else).
- Can make young people flourish by giving young people the space to practice, make failures and learn from them.
- Are curious and happy to share their experience, as well as to learn more on youth engagement and leadership.
- Time commitment for a minimum of 6 hours per month for a period of 7.5 months. Ideally planned around your training times.
- A signed Child Protection & Safeguarding [fill in: licence/agreement]

Board Members

- See the need of having more young people in decision-making, shaping volleyball in youth events and beyond.
- Provide youth with opportunities to lead during the programme and beyond, for them to practicing leadership in the club. For example, as team captains, coaches, referees or board members.
- Can (or are willing to) engage other decision-makers in the club to support inclusive decision-making.
- Time commitment for a minimum 4 hours per month for 7.5 months, ideally planned around your training times.

What we offer the Club

- 1 online introductory meeting to understand the programme, and to be able to start preparations for the We Leader Volleyball Programme in your Club.
- Support on how to engage other decision-makers and role models.
- 2 online Review meetings where you can share experiences and good practices with fellow Club Mentors & Board Members.
- Each participating club receives [XX amount] for participating in the project. This lump sum budget must cover all costs that the Club makes for this project, including costs for the organisation of events, or possible transport costs related to the events, and remuneration of club mentors. (excluding training + transport costs)

What we offer the Club Mentors

- [upon choice per country within budget; 1 training weekend with all Club Mentors and Youth Leaders in your country, before the activities with youth start; 2 training days at the start and mid-term; and 1 final event – coinciding with school event? – and celebration]

- Materials (i.e. handbook and tools) that will help you to organise fun & practical meetings for a small group (4-6) of youth from your club and mentor them in event management.
- Final training documents after the pilot, to support your club in integrating this approach and in its follow-up.

How to apply

Send in a written (max. 0.5 page) or video (max. 2 min) motivation.

Your name, club name, team name and your contact details.

You can send these to [email/WhatsApp no.].

Or contact us for more information.

4. National facilitators

Facilitators wanted for WLVT Programme

We are looking for 2 trainers per country, who will train & mentor Youth Leaders and Club Mentors in our programme and who:

- Have experience in leading groups, for example as a coach, teacher or other.
- Can encourage inclusivity and harmony in the team of trainees.
- Have the competencies to inspire, guide, mentor and make others flourish.
- Are enthusiastic and positive group leaders.
- Have an open attitude to learn and is open-minded towards others.
- Have strong presentation skills.
- Sees the need to have more young women and men in decision-making, for youth events, and in the club.
- Have time to commit to joining a training of trainers (27-29 September 2024) and 3 online intervision sessions (Feb'25-Feb'26) with a trainer, facilitate one or more national training sessions* for Youth Leaders and Club Mentors (per couple) and 3 online coaching sessions with Club Mentors & Board Members.

** upon choice per country within budget; 1 training weekend with all Club Mentors and Youth Leaders in your country, before the activities with youth start; 2 training days at the start and mid-term; and 1 final event – coinciding with school event? – and celebration]*

What we offer

[From month X to month Y]

- A train the trainer in September in Norway, with a total of 8 facilitators from the four countries.
- Online Review meetings where you can share experiences and good practices with fellow Facilitators.
- A consultancy fee of [xxx]
- Social impact for girls and women in volleyball, in their club and in their lives.

How to apply

Send in a written (max. 0.5 page) or video (max. 2 min) motivation.

Your name, club name, team name and your contact details.

You can send these to [email/WhatsApp no.].

Or contact us for more information.

5. Role models

Role Models to support the WLVT-programme

That is why, in this programme we want to encourage and support young people to use their talents in organising youth events for their clubs, and while doing that developing their talents, and practising and learning leadership skills. Vital for youth is to see role models that they can identify with.

As a role model, you can inspire, share your expertise and engage supporters for the future leaders in volleyball. Examples of leadership roles are shaping the game of volleyball by being a good team player, encouraging the team as a team captain or role model, coaching and mentoring the team as a coach, making the calls as a referee, organising events and organising the club as a board member.

After the programme, there will be follow-up opportunities upon your wishes. So that everyone can take part, adding her and his talents creating the best environment for everyone to enjoy and grow in the sport, making the whole game better for everyone involved.

We are looking for volleyball role models, who:

- Are role models in volleyball, as a Coach, Referee or Board Member in volleyball.
- See the need to have more young women and men in decision-making, for youth events, and in the club.
- Can inspire youth by sharing their own journey and can empower youth by sharing their expertise during a club, school or event visit or online.
- Promote the stories and results of the youth leaders to a wider audience.
- Is willing to create awareness of the need for inclusion of youth and women in volleyball.
- Have a time commitment on minimum 1 day a year.

We're looking for a fair representation of women and men among our WLVT role models.

What we offer

[from Month X to Month Y]

- An online introductory session with the 14 role models from all four countries, to understand the programme, barriers for youth and women in decision-making, and strategies for inclusion. (1-2 hours/year)
- (Online) Bi-annual Reflection & Learning, where we also update you on the programme. (1-2 hours/year)
- A selection of online and offline supporting & promotional activities (3-4 hours/year)
- A concise and concrete handbook with theory, tricks and tools.

How to apply

Send in a written (max. 0.5 page) or video (max. 2 min) motivation.

Your name, club name, team name and your contact details.

You can send these to [email/WhatsApp no.].

Or contact us for more information.

Colophon

Photography

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