
Future Leaders

A **Scottish Curling** Leadership Development
Programme- Restructure



Future Leaders

The Aims of the Scottish Curling Future Leaders Programme are to:

- Increase confidence and competence in a range of leadership behaviours.
- Develop commitment to self-sustained learning.
- Foster networking between leaders in sport and business in Scotland.

The programme has been specifically designed for Future leaders and is aimed at current members aged 15-24 who are looking to develop career opportunities.

Benefits for the Future Leader

The highly participative programme is designed to meet the individual and collective needs of Future Leaders. Benefits for the participant include:

- Improve leadership capability
- Recognise own strengths and areas to develop in your leadership behaviours
- Explore personal development opportunities
- Identify career paths, these may be outwith the sport
- Develop new lifeskills
- Supported financially with the development of goals
- Opportunity to develop a network of relationships within the sector
- Interview experience

The programme is designed to equip participants with the leadership competencies they need to become effective Future Leaders, allowing a personalised learning approach to best suit each individual. The participants begin the programme by undertaking a self assessment exercise with their mentor and then develop an individual Personal Development Plan designed to build on strengths and identifying areas to develop that are critical to being an effective Future Leader.

Part of the learning will be through shared experiences and peer coaching to assist you with your role as a leader in sport. Issues discussed will be current and relevant based on workplace examples. The emphasis on self-reflection, action learning and continuous professional development ensures sustainable learning well beyond the life of the programme.

“Through my participation in the programme, it gave me vast opportunities both in my personal development skills and practical curling skills. i have become more confident in myself and how i communicate with others, through the meetings that we have, and in the other outside opportunities such as coaching courses and the street curling events in 2020. Through having guest speakers at our meetings, it allowed to gain different perspectives on not only our sport, but other sports such as basketball, and how different athletes do struggle through things, and how they cope with them.”

Becky Culverwell – Edinburgh

Benefits to Scottish Curling

In addition to the benefits for the Future Leader on the programme we believe there is a range of benefits to Scottish Curling including:

- Development of potential future employees or associates in the sector
- Engage with young people to understand their views and allow them to influence the future of Scottish Curling
- Growth of new and valuable development projects within the sport
- Expanded team of workforce
- Positive role models to younger members
- Positive visibility of the Programme to Scottish Curling partners via Social Media and Events

Programme Elements

The programme is facilitative rather than prescriptive allowing the Future Leaders to focus on self-sustained learning – encouraging and supporting them to take ownership of, and responsibility for, their own learning. It consists of four core elements all of which are essential for the critical learning and development that will take place during the 12 months.

Inspiring Leaders Workshops

- Workshops are an integral part of the learning process and will be designed to meet the needs of the learners.
- Workshops will have clear learning outcomes and be tailored to maximise learning; they will be challenging, constructive and highly interactive.
- A minimum of 2 workshops will run in each Future Leader Programme Term.

Mentoring

- Mentoring is a vital element allowing the Future Leader to learn from their experiences. Mentors will act as a sounding board and to support them to achieve their goals in their Personal Development Plan.
- Each Future Leader will build a strong relationship with one generic mentor.
- Future Leaders will be guided to select a suitable mentor.
- Mentors are volunteers and will be offered some opportunities to support their learning and development including invitations to events and workshops where appropriate.
- Meetings or phone calls between Future Leaders and mentors should take place quarterly as a minimum (September, December, March, June).

Personal Development Plans and Self Assessment

- Each Future Leader will produce a Personal Development Plan, setting goals on leadership behaviours and to consolidate their learning
- This process is supported through workshops and a Self Assessment process that the Future Leader will undertake prior to their first mentor meeting
- Mentors will assist the Future Leader to revise their Personal Development Plans and help them monitor their progress.
- Each Future Leader will be supported financially with the development of their goals within their chosen field.
- Future Leaders will complete a quarterly progress report. This will include an individual formal report (template provided) to the Scottish Curling Trust and an

informal written report for publication in Your Curler (each leader required to submit 1 per Future Leader term).

Event Management

- The Future Leaders as a collective group will manage their own project within National Curling Day.
- This Programme Element is designed to develop confidence and competence in Leadership with the support of their peer group.
- The Future Leaders will be supported by the Scottish Curling Staff team to plan and host their initiative via integrated support at Workshops 1 and 2.

How can I become a Scottish Curling Future Leader?

If you are aged 15 to 24 and keen to shape the future of Scottish Curling, we want to hear from you!

Ideally you will be:-

- Actively engaged in the sport
- A member of a curling club
- Enthusiastic and passionate about curling
- Driven and have ambitions to be a leader within the Scottish Curling community in the future
- Willing and able to commit up to 1 hour per week

You can register your interest on-line by 14th August. Interviews will take place on the evening of 17th August with the successful applicants commencing the Scottish Curling Future Leaders programme in September 2022 for a two year period.

Any questions can be directed to Scottish Curling Academy Manager, Sophie Jackson; sophie@scottishcurling.org