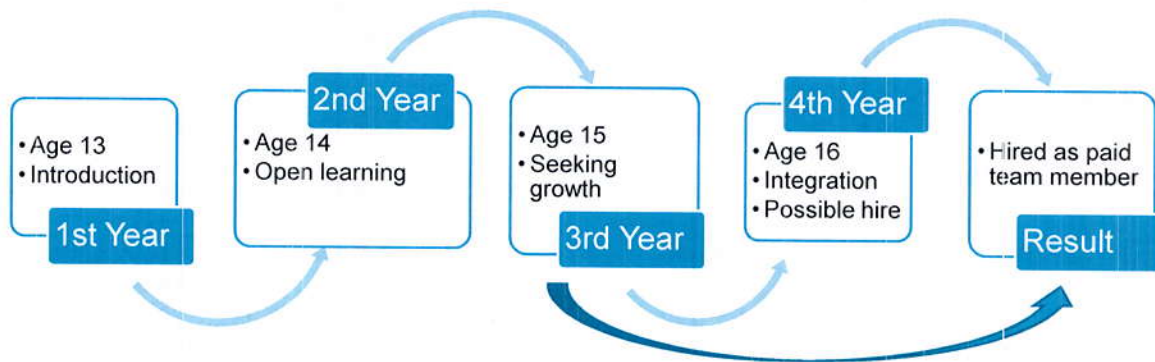




WinSport's Youth Leadership Training Program

WinSport recognizes leadership as a valuable component of the youth volunteer experience and provides an opportunity for youth to take part in WinSport's Leadership Training Program. The Leadership Training Program promotes growth and skill development necessary for successful youth leaders.

WinSport's Youth Leadership Training Program is designed to support the youth progress through their volunteer experience, with the end goal of become a paid team member.



Topics that will be covered over the course of the program are:

- Leadership
- Communication
- Personal Development
- Team Work
- Diversity
- Ethics/Integrity
- Personal Wellness
- Problem Solving
- Conflict Management
- Critical Thinking

The Youth Leadership Training Program includes in-class training, with diverse experience and direct hands-on learning within the volunteer program. Youth will receive a certificate for each Leadership Level upon successful completion of the requirements.

To be successful in the program, youth must actively participate, provide positive and engaging contributions, meet the expected competencies of the Leadership Levels and be successful within their volunteer role.

Upon completion of the Leadership Training, youth will recognize the impact they can make as leaders, and gain an understanding of how they can make a difference. In addition, youth who successfully complete the WinSport Leadership Training Program in its entirety, will be considered a priority for available paid team member positions at WinSport.

Registering

Anyone interested in participating in the Leadership program should apply for a volunteer position online at www.winsportteam.ca. Once accepted into the volunteer program, youth volunteers will be eligible to register for the Leadership Program.

Definitions

Successful in Volunteer Role: The volunteer meets the requirements and competencies for the role, participates in training, attends scheduled shifts and receives a satisfactory review of their performance.

Program Volunteer Hours: Hours completed within a regularly scheduled role (e.g. Junior Instructor, Program Assistant)

Event Volunteer Hours: Hours completed at events (e.g. Christmasvilles, All Sport One Day)

Welcome Team Hours: Hours completed within Welcome Team shifts. (over Christmas, Spring Break, or regular schedule)

*Please note: attending Welcome Team training is mandatory to be on the Welcome Team reserve list.

Youth Leadership Training Program Levels

Level	Minimum Age ♦	Hour Requirements			Additional Information
		Class Training ▲	Program Volunteer Hours ■	Event or Welcome Team Volunteer Hours	
Introduction to Leadership	13	4 Hours	20 Hours	5 Hours	
Leadership Level 1	14	9 Hours	100 Hours	20 Hours	Prep work, homework ●
Leadership Level 2	15	6 Hours	80 Hours	20 Hours	Prep work, homework**
Leadership Level 3	16	4 Hours	100 Hours	20 Hours	Coaching/Mentorship meetings as required Individualized program to support growth

♦ The leadership program is designed based on age and experience. Minimum ages are firm; however, exceptions may be granted where the volunteer meets the minimum age requirements and has experience in leadership and the curriculum content to bypass a level.

● All levels of Leadership Training include a homework component. The homework will be minimal but is expected to be completed to successfully complete the training.

▲ In class Leadership Training hours do not count towards the minimum hour requirements for the hill pass

■ Program Training hours do not count towards the hours for the Leadership certificates.

Participant Expectations

At the beginning of each session the participants will decide the guidelines for the group for the duration of the program. This is an opportunity for them to set the standards for themselves and others and help them participate in the leadership process fully and comfortably. With that in mind, there are general expectations for all volunteers that apply to the Leadership Program at WinSport:

All volunteers are expected to abide by the **Code of Conduct** while in the training program, as they would in their regular volunteer role.

- **Engagement** – it is important that all participate as they feel comfortable. However, the Leadership Program is about **pushing past limitations** and **thinking outside the box**. There are various forms of activities, including discussions and high energy movement that create a sense of involvement and participants should be willing to try. We encourage the youth to take ownership of their own experience.
- **Respect** – All WinSport Team Members are expected to **foster a respectful workplace** environment. It is very important for the safety of the group to be **mindful of others** and **ensure everyone feels respected and heard**.