

# Turning Part Time Staff into Leaders

Presented by:  
Coaches Association of Ontario  
City of Toronto  
City of Hamilton  
MLSE Launch Pad



# What the Leaders Have to Say



“This program allowed me to explore my passion in the Sport and Recreation field and after completing the program it gave me the confidence to pursue a post-secondary degree in Kinesiology at York University.”



“I’m grateful to have some training and a leadership emphasis on developing participants’ Fundamental Movement Skills. FMS, physical literacy, and life skills act as a solid pedagogical base that spreads across all sports. It’s an important framework for coaches to understand and know how to teach sport building blocks for all participants.”



“Physical literacy instructor package was well rounded, and brought home many things that we believe, but realize don't always put into action.”



“[FMS] has helped us create a consistent language and focus for all coaches to follow and instruct to so the youth from various programs and various coaches are all receiving the same information to lead to the highest level of the individual's success.”



“I would recommend this program for anyone who is interested because not only do you receive the qualifications you need to work, but it is an amazing experience. I have met so many new people through this program and have created so many memories.”

# Why Competent, Confident and Motivated Leaders Matter



# Benefits of Leadership Training

- Builds confidence
- Creates/enhances competencies
- Aligns values
- Encourages connections to others and community
- Equips staff to inspire coworkers, volunteers, participants and friends
- Builds development pathway for staff

# Training for Leadership

- Creates good decision makers
- Develops emotional intelligence
- Engages staff
- Provides staff with tools to deliver quality programming

# Examples of Leadership Training

- High 5
- Coach Education Training (NCCCP)
- Councillor in Training Programs
- Ropes courses and other types of team building programs
- Respect in Sport
- Many more options...

# Common Challenges

- Tight budgets and timelines
- Increasing number of “risk management” type training
- Changing and improving training so it stays “fresh” for returning employees
- Employee buy in and engagement

# Competence

*“I am better prepared to help my camp counselors program, plan and understand the ‘fundamentals’ of physical literacy so we can incorporate that into our camp.”*

- Results:
  - Staff that is ready to try new things
  - Share knowledge with staff
  - Campers benefit by mastering new skills



# Confidence

*“I am convinced that my self-confidence will boost in the field thanks to this workshop”*

- Results:
  - Investment has a direct link to programming
  - NCCP and other training tools build knowledge and confidence
  - 92% of NCCP FMS participants felt they were a better coach/leader after having taken the course

# Motivation

*“I have learnt much more about myself and new ways to work with kids”*

- Results
  - When people are competent and confident, motivation often follows
  - Motivated staff initiate ideas, try new things and want to be at work
  - Retention increases

# MLSE LaunchPad

- Healthy Body
- Healthy Mind
- Ready for School
- Ready for Work

MLSE LaunchPad is a place where youth facing barriers use sport to recognize and reach their potential. Located in Toronto's urban centre of Moss Park, MLSE LaunchPad is equipped with a large gymnasium, three classrooms, a climbing wall, a teaching kitchen and a wellness room to provide free sport, life skills and employment training programs for youth ages 6-29.

**MLSE LAUNCHPAD**

AT A GLANCE

- 3,716 youth impacted
- 6,072 program hours
- 55 programs offered weekly

**MLSE LAUNCHPAD**

# Hamilton Moves / City of Hamilton

- **HAMILTON MOVES** is a collaborative project funded by Ontario Trillium Foundation. Project partners include:
  - SportHamilton
  - City of Hamilton (CoH): Recreation & Public Health Services
  - Hamilton Wentworth Catholic District School Board
  - Sport for Life
- Builds upon the work being done around Physical Literacy for children in the Hamilton community.
- Training 2000 new Leaders in the CoH – partnering with CAO to offer Fundamental Movement Skills (FMS) for free

# Hamilton Moves / City of Hamilton

- Already trained over 200 part-time staff in FMS since project inception.
- The Recreation Division of the CoH:
  - # of Positions: Full-Time = 201, Part-Time = 1231
  - # of Unique Employees: Full-Time = 201, Part-Time = 847
- Considering many our program areas are focused on Physical Literacy and Active for Life, it is important to give staff the tools to succeed, which will ultimately help in the implementation of our programs.

# Hamilton Moves / City of Hamilton

- CoH and CAO are working in collaboration to expand the “Let’s Get Coaching” program.
- Intent is to provide free community level coach certification courses for Hamilton residents 16 years and older starting in 2019.
- Offerings of Fundamental Movement Skills Course and Sport Specific Training Courses in the National Coaching Certification Program’s (NCCP) Community Coach Stream.

# City of Toronto

- Toronto Sport Leadership Program
  - At risk youth
  - Provide training in a recreation program area
  - Assist with finding them jobs
  - Over 2500 youth have graduated from the program

# Facilitated Activity lead by City of Toronto's Ann Doggett





# Wrapping up

- Integrate Leadership opportunities into your programming
- Leverage partnerships and existing programs models that work (NCCCP, High 5, TSLP etc.)
- Approach training as an Investment, not an Expense