

Waikato Institute for Leadership & Sport Studies Alumni Newsletter

Welcome to the 2022 Edition

HeadzUp - a story of adaptation

HeadzUp is a prestigious WILSS event designed to assist Head Student Leaders from Secondary Schools further develop their own personal leadership skills based on the roles and responsibilities they will experience throughout the year. These leaders get to interact with the University of Waikato Hillary Scholars of a similar age and engage with a panel of past head students, listening to tips and tricks and the realism from those gone before them in the same roles.

The University of Waikato kindly host this leadership Day and we are fortunate to hold this event in the Gallagher Academy of Performing Arts on campus each year.

However, this year our large one-day HeadzUp event was unable to go ahead in February due to the covid number restrictions. But instead of cancelling, we chose to modify this event and turn it into seven regional cluster events, held in: North Waikato (kindly hosted by Waiuku College); North Hamilton (kindly hosted by Ngaurawahia High School); South Waikato (hosted by the Kiwi House in Otorohanga); South Hamilton (kindly hosted by St Peters School); Rotorua (hosted by the Copthorne Hotel); Bay of Plenty (hosted by the Tauranga Yacht Club) and Thames/Hauraki (hosted in the Paeroa Hall). One hundred and seventy seven senior leaders got to interact in a more intimate setting promoting their skills, confidence and connections. Kristie Baillie was our own travelling presenter whose story inspired us all.

The redesigned activities certainly pushed some out of their comfort zones as well as providing opportunities to practice and grow their leadership skills.

It was a pleasure to be able to work with such inspiring and amazing leaders.

Here is some student feedback from the days.

“Honestly, I enjoyed the whole day. Going out of my comfort zone and talking to new people. I also enjoyed learning about how to be more confident and improving my public speaking”.

“I think this session today has given me an eye opener. By this I mean my role has become clear to me. Seeing others in similar positions makes me feel less stressed.”

“Meeting other leaders, learning and understanding how they lead and what they do for their school, which helps me to understand what I could do better.”

“I believe what we have covered today I will use in my future of leadership because I am now confident to lead in my own way and not try to be someone else.”

“It gave me an opportunity to exercise my skills in leadership and look at different ideas from other leaders around the country.”

“This day has brought me new ideas for my school and has also boosted my confidence in speaking with others.”

Paula Dewar—*School Programmes Manager*



Don't give up, no matter how hard it is. Things are going to be tough down the road, but the more work you put in, the more achievement you're going to get out of it.

- Alphonso Davies

Inside this issue:

PAL's Programme	2
2021 Graduates	2
Coaching for Character	4
Sport Coaching Level 3	5
Youth Volunteering	6
Leadership	7

Business Qualification

New Zealand Certificate in Business (First Line Management) (Level 4)

Registrations now open for the 2023 Programme

Thinking about leadership?

Want to build your communication skills?

Want to upskill in part-time study?

The purpose of this qualification is to provide New Zealand organisations with people who can manage effective teams when employed in first line management roles.

Entry Criteria:

- Participants need to be currently leading a team of either volunteers or within a workplace.
- People in the not-for-profit sector currently performing an administration role or similar.
- Participants will require a mentor/coach who should ideally come from the participant's area of interest. If this is not possible, assistance can be given to find a suitable mentor/coach.
- Early registration recommended as participant numbers are limited to maximise the learning and one-to-one coaching opportunities for participants.

Want to know More?

For further information about the programme, dates or to request an Enrolment Form, scan the QR code or contact:

Alan Peary - Tertiary Programmes Manager

Phone: 07 839 9908 / 027 2329025

Email: alan@wilss.ac.nz



Registrations now open for programme starting early 2023.

“Success is peace of mind,
which is a direct result of
self-satisfaction in knowing
you made the effort to
become the best of which
you are capable.”

- John Wooden

Coaching is unlocking people's potential to maximize their own performance. It is more often helping them to learn rather than teaching them.

- John Whitmore

*Coaching for Performance
2010*

"Never quit.

It is the easiest cop-out in the world.

Set a goal and don't quit until you attain it.

When you do attain it, set another goal, and don't quit until you reach it.

Never quit."

- Bear Bryant

*Football (College)
Coach*

"Without that sacrifice, you'll never know your team's potential, or your own."

- Pat Riley

Basketball (NBA) Coach

Coaching For Character - Jack Clayton WILSS General Manager

As coaches in the youth space, we are in the privileged position of being able to use sport as a vehicle to teach life skills to our players. If we can shape the behaviour of our players so that they can go out into the world as better people, then we will be a successful coach. And the cool part is that the players will make a better team and the results will look after themselves. I'm not saying that they don't need technical and tactical, and strength and conditioning, what I am saying is that these things will be enhanced when we get the behaviours right.

Many youth coaches see the scoreboard as the ultimate measure of success. But there are so many variables that are out of the team's control during a game. A team that performs well may not end up being the winner of the game. As youth coaches we need to understand that treating performance as an outcome is a flawed model because performance is a behaviour. The consequence of not getting the behaviours right is that when things start going wrong the players will fall back into bad habits such as blaming their teammates, questioning the officials, and diverting from your game plan.

So how do we get the behaviours right?

First, we need to start building a team culture. Think of this as the foundation of a building. Without a solid foundation the house will never achieve its objective of a safe home. You may have problems getting a house foundation right, boggy land, boulders in the ground, or poor materials. But you need to overcome these before you move on. It is the same with team culture, you will have players from different backgrounds, players with different levels of talent and expectations. So, we need to find common ground and come up with clearly defined values and standards.

What is team culture? It is "how we do things around here". This means that it is about behaviours. So just writing a few character traits on a poster like, Conscientious, Honest, and Respectful just won't cut it. We need to know what people will see or hear that will make these come to life for everyone. For example, respectful might be defined as being on time for practice. We also need to set a standard which might be "being on time for practice with all your gear on and warmed up".

It is sometimes helpful to think of behaviours as "above the line" (acceptable) or "below the line" (unacceptable). This might be used for on-field communication. Above the line might be giving tactical instructions to a teammate or congratulating a good play. Below the line might be questioning the officials or putting down a teammate for a mistake. You can then easily ask your players if the behaviour you saw during a game was above or below the line and the players should be accountable for that. You can also ask them to decide what exceptional behaviour looks like.

This can be an incentive for them to aim higher than they thought they could on a continual basis. This exceptional behaviour may then become the norm and a new exceptional level of behaviour can be set. You need to allow your players to define who they want to be and how they want to do things. You get them to commit to being the type of teammate described by the values and standards they have helped to set. This obviously needs to be done as early as possible in a campaign.

Changing behaviours takes time and the expectations need to be reinforced continuously. This is not a one off “set and forget”. You will need to have patience and you will need to be persistent and consistent in the messaging you are giving as a coach. You should also be clear that your actions as a coach, as well as your words, need to exemplify the behaviours you want to see in you players.

“Don't settle for average. Bring your best to the moment. Then, whether it fails or succeeds, at least you know you gave all you had.” — Angela Bassett

NZ Certificate in Sport Coaching (Level 3)

The NZ Certificate in Sport Coaching (Level 3) is for any individual. Multiple options are available to enable this qualification to be delivered within a Secondary School where Unit Standards can be achieved that help gain credits towards NCEA or within a sporting organisation context. Either way, there are great learning opportunities, and some amazing resources.

This programme is for any individual who is:

- Interested in learning more about coaching, or
- New to coaching, or
- Has been coaching in primary and now looking at moving into intermediate and/or secondary level, or
- Is looking to start a career pathway into the area of sport coaching.

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Youth Volunteering - Sam Knight WILSS Volunteer Programmes Coordinator



“You can study government and politics in school, but the best way to really understand the process is to volunteer your time.”



Volunteers are just ordinary people who reach out and take a hand and together makes a difference that lasts a lifetime.



Diving into leadership can open many new experiences for youth. Leadership and volunteering can allow the opportunity for youth to learn more about themselves, create positive impacts for others and their community, to grow their confidence and to gain new skills and tools to take with them into the world beyond school. Volunteering is an act of kindness, a way of giving your time, skills, or resources to help others, an act of kindness that often becomes a passion many continue throughout their lives.

This year we were most appreciative to the 80 youth volunteers from two local high schools, Hillcrest and Hamilton Girls. Prior to the Amazing Race Event I visited the students to provide them with some leadership training. Throughout the visits students were able to work collaboratively with each other, gain new skills, knowledge, and practical experience. These student leaders did an amazing job at leading their activities and working with the younger students. The Amazing Race offers a great opportunity for our young leaders to positively contribute to the community by volunteering their time to be a part of the day.

Some of the answers from The Amazing Race Facilitator feedback:

Did you enjoy today?

“I had heaps of fun”

“A lot of fun”

How did you find your pitstop?

“Good, fun, organised”

Were the school leadership sessions helpful for this day?

“Yes, very helpful” this was answered the most.

How were my school visits helpful?

“They helped me understand the activity better and how to run it”

“Knew what to expect”

“Helped us be a leader”

Over this year I have also met some awesome people who are volunteering at Paeroa Carehouse. This group of youth are super passionate about volunteering and giving back to their community as well as making positive impacts on others around them. These volunteers have been invested in upskilling as a leader through our leadership development sessions throughout the year. These sessions were carefully structured to provide the necessary tools for these volunteers to become great leaders. Our leaders developed their confidence, communication, leadership style, ability to build relationships and to manage groups. Sessions were fun and interactive, and relationships within the group were also formed, which allowed for deeper discussions and conversations around their own volunteering and leadership journey.

One of the volunteers shared with me a story of how they had taken the learnings from our session and put it into action while they were volunteering at one of the Friday Night Frenzy’s at Paeroa Carehouse. A fun name game activity that they did with a group of young kids to open communication and begin to build connections with one another. The consequence being a positive, fun, experience, and the first step to building a relationship. This leader also said that this small thing they did with the group helped with them feeling more confident when interacting with other kids as they had gained a new tool that worked for them.

This year we have awarded certificates to students from Paeroa Carehouse, Rototuna High School and Waikato Diocesan School for Girls. With next year looking promising with no disruptions, the Youth Volunteering Programme is aiming to have more students involved.

Leadership - Paula Dewar

WILSS School Programmes Manager

Leadership can often be a difficult word to define. It can mean different things to different people.

Drew Dudley talks about 'lollipop' moments (moments where one can positively impact someone else) and highlight this in his TED talk.

https://www.ted.com/talks/drew_dudley_everyday_leadership?language=en

Madison Horth briefly describes this TED talk from Drew Dudley who focuses upon Lollipop Moments - "An Important Measure of Daily Leadership "

Real leadership is seen most clearly in the small moments throughout the day. It is about behaving in a way that makes the life of another person better than before you arrived.

The best part is people do this every day - sometimes not even knowing their impact.

Before you are a leader,
success is all about
growing yourself.
When you become a
leader, success is all
about growing others.
- Jack Welch

Leadership, like coaching,
is fighting for the hearts and
souls of men and getting
them to believe in you.
- Eddie Robinson

Dudley's Lollipop Moment

Dudley tells the story of an interaction he had with a freshman girl who was waiting in line with her parents for class registration. The young woman was filled with apprehension and doubts about her future at the university. She was at the point of turning to her parents and calling off her plans of attending school right when Dudley entered her life.

Dudley was carrying lollipops and passing them out to individuals to help spread awareness about a charity he was supporting. When he came to this nervous girl in line, he turned to the guy in front and said, "You need to give a lollipop to the beautiful woman next to you." The guy turned deep red, took the lollipop and begrudgingly held out the lollipop for the young woman to take. Dudley made a few more humorous remarks and everyone in line fell into laughter, even the nervous freshman student.

At that moment, the young woman says her life was forever changed. Surprisingly, she had this overwhelming sense that everything was going to be okay. Four years after that humorous moment, the now graduated woman told Dudley how greatly

he had impacted her life because of that single moment. To heighten the sweetness of the story, she is marrying the guy who handed her that lollipop.

Now here's the clincher, Dudley has no recollection about this day. He's ran through his memory banks and has come up empty every time.

This interaction was a life altering moment for this young woman. She made a monumental decision to continue with college all because of a moment that lasted less than a minute. This inspired Dudley so much that he has now made it his life's mission to tell this story, his "lollipop moment."

Lollipop moment (n) \ lol-ee-pop, moh-ment
\ - a special moment where one individual positively shapes another person's life, but may not realize his or her impact

Dudley made a huge, life changing impact on someone and yet remembers nothing about it.

Have you ever had a lollipop moment? Has someone impacted your life greatly, but you haven't mustered up the words to say so?"