



# GOOD GOVERNANCE IN GRASSROOTS SPORT

## SECOND TRAINING

9<sup>th</sup> 10<sup>th</sup> 11<sup>th</sup>  
November

It is our pleasure to invite you to the GGGs Training 2 which will be held in Tallinn in Estonia, 09. – 11.11.2012, hosted by or GGGs project partners: Estonian Sports Association JOUD and City of Parnu from Estonia.

Tallinn, Estonia

**Good Governance in Grassroots Sport (GGGS)** is a transnational project that increases organizational capacity for good governance by focusing on transparency and accountability, particularly at the grassroots sport association level.

The GGGs project has designed a European non-formal education for "Good Governance in Grassroots Sport", targeting organizational top leaders. It is designed to be flexible and simple. It is not a prescriptive approach to governance and as such it does not provide a detailed breakdown or a checklist of what is needed. It provides content to

GGGS principles recognised by GGGs Project partners and further aspects of key importance for grassroots sport organisations. The education includes 3 events, each connected to one of 3 main topics:

- Focus on policy - Developing leadership by understanding context in grassroots sport associations
- Focus on people - Developing leadership by building capacity in grassroots sport associations
- Focus on process - Developing leadership through monitoring compliance in grassroots sport associations

The focus is on offering an education which raises the important questions, allows interactivity to find answers, discover existing good examples, discuss dilemmas and to develop "self-assessment" tool for good governance in grassroots sport.

**The participants should take part in all three trainings to benefit fully of the education.**

Find more here>>>.

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# TRAINING



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## DOES YOUR ORGANIZATION HAVE DILEMMAS ABOUT GOOD GOVERNANCE IN GRASSROOTS SPORT?

Would you like to know more about how to ensure that the board acts in the best interests of the organization as a whole, demonstrating transparency, accountability and responsibility to its members?

Would you like to know how different organizations develop strategic goals and direction?

How the board of the organization monitors the performance of the organization to ensure it achieves these strategic goals, have effective systems in place, complies with its legal and regulatory obligations?

***WE INVITE YOU TO JOIN GGGs EDUCATION AND DISCUSS ANSWERS ON ABOVE QUESTIONS TOGETHER WITH OTHER GOOD GOVERNANCE IN GRASSROOTS SPORT PROJECT` PARTNERS AND EXPERTS IN GOOD GOVERNANCE IN SPORT.***

## THE AIM OF THE GGGs SECOND TRAINING

“FOCUS ON PEOPLE - DEVELOPING LEADERSHIP BY BUILDING CAPACITY IN GRASSROOTS SPORT ASSOCIATIONS”

[FIND MORE ABOUT GGGs PRINCIPLES HERE>>>](#)

Second Training has its own general topic connected to the GGGs Principles defined and design by GGGs Project partners:

This general topic is connected to 2 Governance principles “Accountability and Democracy in grassroots sport organizations” and has 3 subtopics:

- Leadership Quality and Skills
- Guiding Values
- Organisational Learning

Above subtopics will be thoroughly described and discussed during the Training.

We will look at key concepts, principles and benefits of an effective GGGs on specific topics and:

- will explore how ‘leadership’ as one of four key principles of good governance is demonstrated successfully in the daily life of a good practise association.
- will identify key elements and examples of GGGs in this field.
- will describe steps for the successful implementation of good governance based on the existing good examples

All participants will be invited to make special “homework” before the event. GGGs team will provide purposes for learning, content/text, dilemma, means to study and a larger question. This will activate participants` background knowledge and experience that will be relevant to learning. We will get in touch with you before the training to discuss expectations and training objectives before we meet in November.

**We invite you to read more about the Education program in the GGGs project document [here>>>](#).**



“FOCUS ON PEOPLE - DEVELOPING LEADERSHIP BY BUILDING CAPACITY IN GRASSROOTS SPORT ASSOCIATIONS”



FRIDAY 9<sup>th</sup> NOVEMBER 2012

During the morning: arrivals to Tallin Airport and transfers to the Hotel.

16.00 - 20.00 Plenary Session: “Focus on people - Developing leadership by building capacity in grassroots sport associations”  
*Democracy in grassroots sport organizations means the open and frequent access for members of the organizations to influence the political and strategic direction and leadership of the organization. It entails both the equal right of members to run and vote for political leadership functions, as well as the possibility to debate and influence the key decisions of the organization.*

Accountability in grassroots sport organizations means defining clear responsibilities for the different parts of the organization, including the board, the management, staff and volunteers/voluntary committees.

- What are the important personal qualities and interpersonal skills of leaders and board members?
- How are clear roles and responsibilities for the board, management, staff and volunteers established?
- How to create opportunities for organization members to influence and shape both strategic policy and practical implementation?

20:30 Dinner in the Hotel

SATURDAY 10<sup>th</sup> NOVEMBER 2012

9.00 – 10.30 Welcoming workshop: Looking Back and Looking Forward

11.00 – 13.00 Workshop 1: Leadership Qualities and Skills  
*Leadership can be described as “a process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task”.*

*Leaders need a range of personal qualities and skills to demonstrate good leadership. The demonstration of these personal qualities and skills shapes and influences the way organizations are governed.*

- What are the important personal qualities and interpersonal skills of board members when it comes to good governance?
- How to establish clear roles and responsibilities for the board, management, staff and volunteers?
- How to manage relations among paid and unpaid staff?

14.00 – 16.00 Workshop 2: Guiding Values

*Values provide a reference for what is good, important, desirable, constructive, etc. They generate and shape behavior. Looking at an organization's values helps to provide answers to questions of why organizations do what they do and in what order they choose to do them.*

- How to create opportunities for organization members to influence and shape strategic policy and the practical implementation?
- Do leaders (Board members) understand and evaluate the role they play and how they can contribute to the organization's values?
- How board members can make difference by having proper procedures and policies in place but also to work well as a team and have good relationships within the organization?

16.00 – 19.00 Taste of Tallinn - Tour of City's cultural and sporting heritage

20.00 Dinner in the old city

SUNDAY 11<sup>th</sup> NOVEMBER 2012

9.00 – 10.30 Workshop 3: Organizational learning  
*Organizational learning is a characteristic of an adaptive organization. They are able to sense changes in signals from its environment (both internal and external) and adapt accordingly.*

- How to facilitate organizational learning and personal development?
- How board members (as a team) can ensure the organization delivers; organizational purposes, a long term strategy, operational plans and budgets, monitoring progress, evaluation of results, assessing outcomes and impact?
- How do you ensure that your organization continuously adapts to new circumstances and that organizational changes are really being implemented and impactful?

11.00 – 13.00 Workshop 4 : Team discussion

On-going development and review of “self-assessment” tool for good governance in grassroots sport  
The focus will be on identifying examples of good practice which showcase specific elements of the self-assessment tool to build a knowledge base of practical information as part of the toolkit.

14.00 – 15.00 Closing workshop: Evaluation of the Training and preparation of the next steps

After 15.30 Departures

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# TRAINING



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## WHO SHOULD ATTEND?

The target group is top leaders in grassroots sport organisations (board members or directors/top managers), and the maximum group size is set at 20 per education to ensure maximum interaction and peer learning dynamics. We strongly encourage all participants who attended the first training session to commit to attending this and the final third training session in January.

## WHAT CAN YOU EXPECT?

By participating in the education, participants will get:

- a knowledge base in good governance in grassroots sport
- a knowledge how to develop and support strategy in good governance in grassroots sport
- the European scope for creating an overview of trends, barriers and opportunities for increasing good governance
- materials from local/national/international good examples
- a knowledge of best practices from presenters and new experiences to be used in own organisation
- excellent networking opportunities and a programme with structured and engaging
- bi- and trilateral in depth discussions

## CONTACT:

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[goodgovsport.eu](http://goodgovsport.eu)

