

Training4Volunteers

Mapping Strategies and Good Practices of Human Resource Development for Volunteers in Sports Organisations in Europe



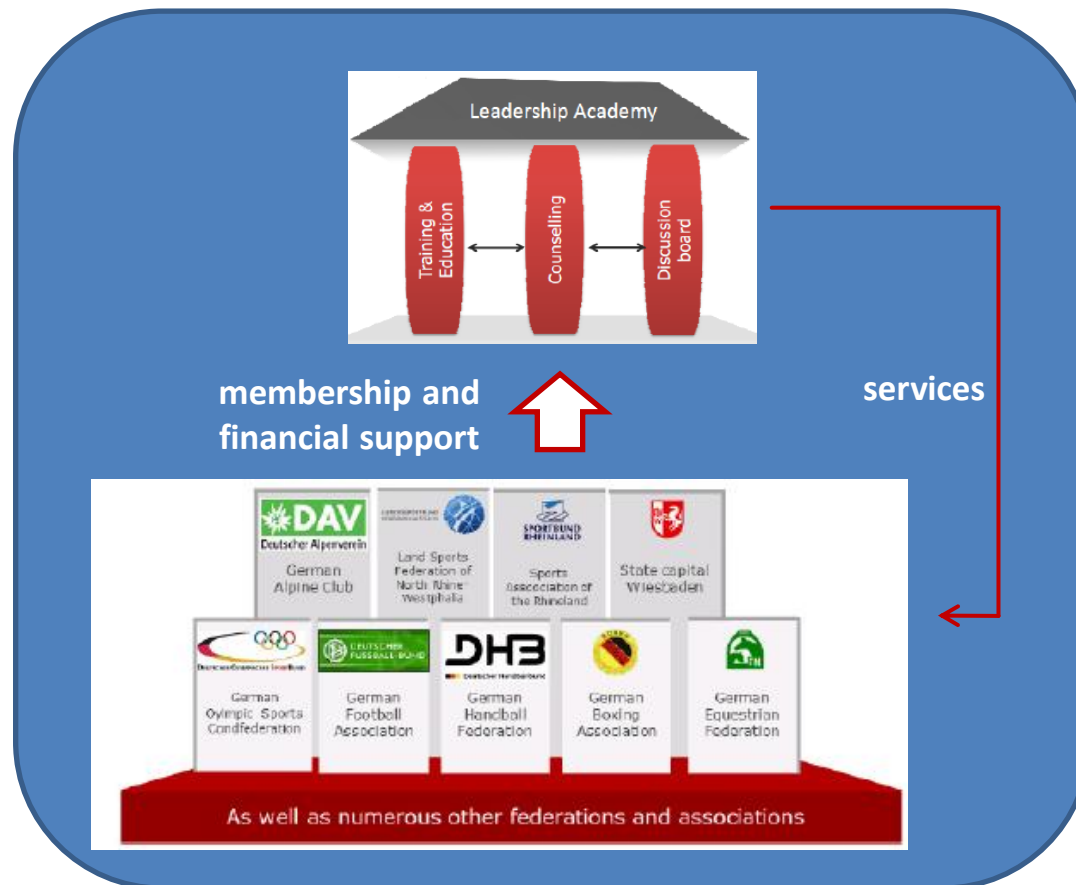
How to define a comprehensive Human Resource Development Framework for Volunteers?

Dr. Dirk Steinbach , FA-DOSB

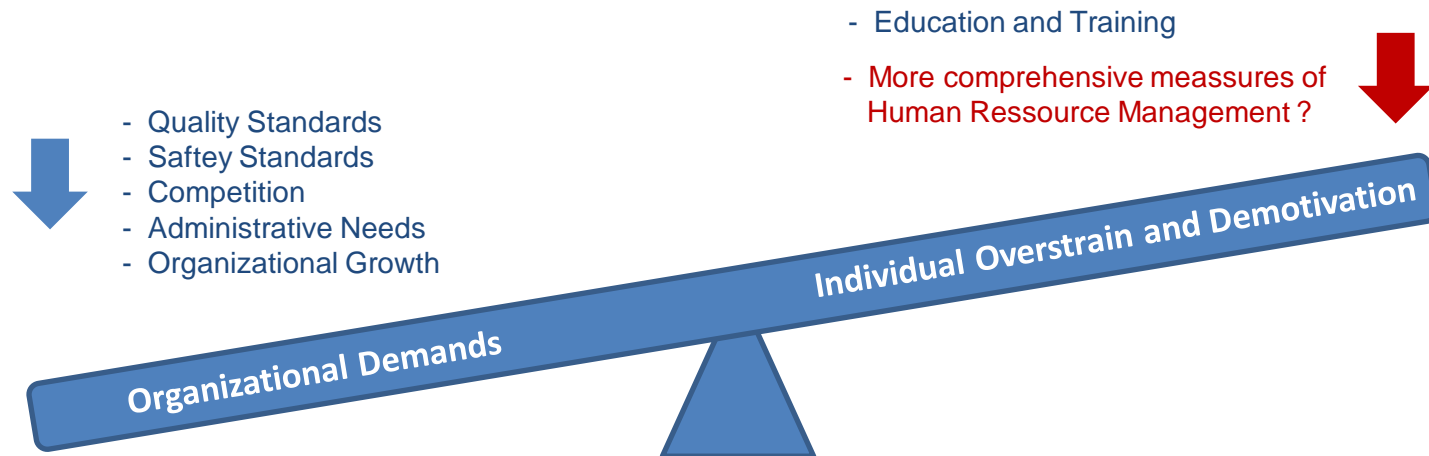
EuroVolNet Seminar • 06-08 May 2011 • Chatham / UK

- The Leadership Academy of the German Olympic Sports Confederation
- 4 Questions:
 - 1 Why Human Resource Development / Human Resource Management for Volunteers in Sport ?
 - 2 What is Human Resource Development / Human Resource Management ?
 - 3 What kind of Framework do we envisage ?
 - 4 What will be the Added Value of such a Framework ?
- The Training for Volunteers Project

The Leadership Academy of the German Olympic Sports Confederation :



2 Why Human Resource Development / Human Resource Management for Volunteers in Sport ?



1 What is Human Ressource Development ?

Human Resource Development (HRD) is the framework for helping employees / volunteers to develop their personal skills, knowledge, and abilities. Human Resource Development includes such opportunities as training, career development, performance management and development, coaching, mentoring, succession planning, , tuition assistance

Human Resource Management (HRM) is the strategic and coherent approach to the management of an organization's most valued assets - the people working / volunteering there who individually and collectively contribute to the achievement of the objectives of the organization.

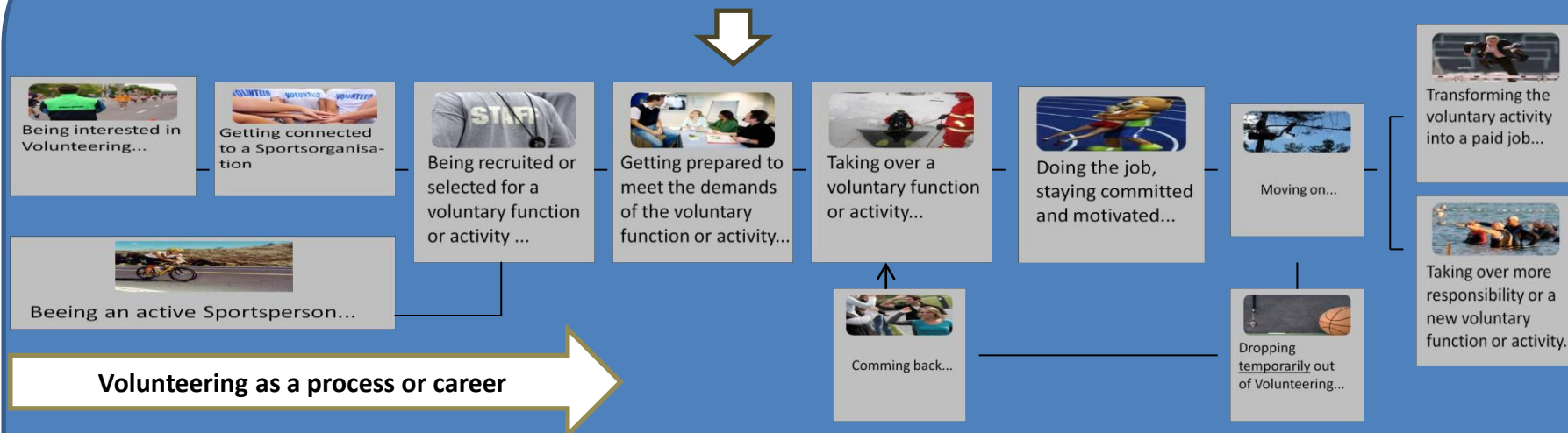
In simple words, HRD / HRM means working with people to, develop their capacities, utilizing, and maintaining their services in tune with the job and organizational requirement.

3 What kind of Framework do we envisage ?



please note that this is work in progress!

I. Specific Needs, Requirements, Obstacles, Conditions...



II. Specific HRD / HRM Instruments

- Skills Matching
- Education
- Continuous Training
- Career Planning
- Mentoring
- Networking
- Resource Pack
-

III. Organization Development

- Organization Culture
- Defining HR Demands
- Volunteer Management
- Volunteer-Professional Interaction
- ...

IV. Supporting Policies

local	regional	national	EU
• Awards		• NQF / EQF	
• ...		• Skills Passport	
		• ...	

4 What will be the Added Value of such a Framework ?

A comprehensive theoretical framework will contribute to...

- ... the recognition of individual needs of volunteers (personal resources, experience, motivation...)
- ... the development of more specific (customized) strategies of empowerment
- ... the comparability of existing human resource development activities (MS / Sports)
- ... identify insufficiencies as well as models of good practice
- ... to the definition of benchmarks.

The Training for Volunteers Project...

- ... is funded by the 2010 Preparatory Action on Sport of the European Commission
- ... Is gathering a mix of key sport stakeholders from 9 EU countries
- ... will develop a comprehensive theoretical framework of human resource development for volunteers.
- ... will map the supply and demands of selected sports organisations and public authorities
- ... will identify models of good practices.

For more information refer to <http://www.t4v.eu>

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Thank You!

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