WLVT
We Lead Volleyball Together

Handbook for Young Leaders

Co-funded by
the European Union

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Also find in this handbook more information on:
Listed training phases and learning goals

Glossary

Board Members	Board Members have a supportive role in goal-setting and inspiring other members to also support youth leadership in the Club.
Club Mentor (CM)	The responsible mentor(s) in a club for the WLVT-programme, facilitating the Club Sessions for and with Young Leaders.
Club Sessions	The WLVT-training consists of 10 Club Sessions. These are facilitated by the CM for/with the YLs. Activities include the exercises in the Exercise Handbook, mentoring YLs and/or preparing for the 1 or 2 activities for youth. This is approximately every other week.
Learning Goal	We identified various learning goals for the WLVT-programme relating to youth leadership.
National Facilitator (NF)	The NFs facilitate the kick-off training and come-back training for YLs and CMs; and possibly the 3 online sessions with Club Mentors.
National Volleyball Federation	Together with the Clubs, the federation plans dates for (online) training and sessions, and possibly organises online sessions together with NFs.
Role Model (RM)	National Role Models support the WLVT-programme with raising awareness on youth leadership, sharing their learnings and amplifying the stories and results of YLs.
Self-work Sessions	Approximately every other week, YLs work on their exercises and practice on their own or in their team. In Club Sessions it is agreed on what they will do in the time until the next Club Session.
WLVT	We Lead Volleyball Together is the name of our training programme.
Young Leaders (YL)	The target audience (16-20 years) of our WLVT-programme.
Youth	Club (and school) youth participating in the 1 or 2 activities for youth (s) between 13-15 years.

Relating documents

- Empowering Leaders: A theoretical guide for WLVT: Additional information on which we based the WLVT-training programme and links for further reading.
- Exercise Book: 48 exercises in chronological order that make up the training programme for Young Leaders.
- Handbook & Workbook for Young Leaders: Information for Young Leaders about the training programme and practical tools and formats.

1. Introduction

Welcome to the We Lead Volleyball Together (WLVT) training! An opportunity to grow as a person, and contribute to making the game of volleyball better, not just for yourself but for everyone involved.
What's more: it will be fun, sporty, practical, together with fellow Young Leaders from your club.

In this chapter we summarize how Young Leaders can benefit from We Lead Volleyball Together, in the following sub-chapters:

- For Young Leaders
- Benefits for you
- Participants We Lead Volleyball Together
- Benefits for everyone

For Young Leaders

This handbook is for Young Leaders that decided to join We Lead Volleyball Together. Please do not worry, if you do not consider yourself as a leader yet. Leadership is about skills you can gain, practice and become better in. It is about leading your own goals and actions, as well as it is about leading others. And that is exactly what we are going to do in this programme!

Benefits for you

We Lead Volleyball Together is a fun and practical training where you learn by doing.

What you will learn:

- Learning more about yourself: your viewpoints and your talents.
- Practice a variety of leadership tasks and roles in volleyball. You will explore what tasks and roles you like, and the same time build your leadership skills.

What you will do:

- Work together with 3-4 fellow Young Leaders and organise 1 or 2 activities for club (and school) youth. As a team you will shape this activity as you like.

You will be supported by trainers and your Club Mentor(s) to do all this.

See all in the table below. In column 1 you find the topics the WLVT-training. And in column 2 you find the specific learning goals.

Training programme phase	Learning goals in training programme
Understanding the context A. Understand barriers & opportunities in leadership	• I understand barriers for women and youth in leadership and I know ways to overcome these barriers • I listen carefully to others and consider their input • I know my point of view, and act upon it • I can choose different roles in different circumstances
Knowing oneself B. Explore my talents	• I communicate clearly and effectively • I can reflect on my actions and learn from it • I know my strengths and weaknesses and I feel proud of my talents • I know how to deal with emotions and disappointments
Leading oneself C. Practice and build my skills	• I understand leadership in volleyball • I explore my values and leadership styles • I take up new challenges • I set goals • I plan for concrete steps towards achieving my goals • I ask for help when I need it and I support others • I know how to deal with pressure
Leading others D. Build leadership skills in teamwork	• We make decisions • I can solve conflicts • We can easily adapt to change • I can create a sense of togetherness • I demonstrate the behaviour I wish to see in others
Influence decision-making E. Celebrate our achievements	• I can find supporters to realise my goal • I can influence decision-making

Table 1: Listed training phases and learning goals of Young Leaders in WLVT

Your Journey After the Programme

After the programme there will be numerous follow-up opportunities upon your personal interests and development, if you like. You may take up follow-up leadership opportunities. Examples of that are:

- Encouraging your team as a team captain
- Mentoring the team as a coach
- Making the calls as a referee
- Organising activities for youth as a role model and organiser
- Leading the club as a youth representative to the board

Federations also offer follow-up training for those who want to become a coach, referee or board member.

Participants We Lead Volleyball Together

The entire We Lead Volleyball Together (from 2024 to 2026) programme is taking place at 27 Volleyball Clubs and 9 schools in Denmark, Iceland, the Netherlands and Norway, supporting 141 Young Leaders (16-20 years) to lead youth 1 or 2 activities for youth in their clubs and at schools for 1,600 youth (13-15 years) in total.

The WLVT-programme has 3 main target audiences:

1. Young Leaders	Youth (16-20 years) from volleyball clubs who participate in the WLVT-leadership training.
2. Volleyball Clubs (Board Members and Club Mentors)	The responsible mentor(s) in a club for the WLVT-programme, facilitating the Club Sessions for and with Young Leaders. The Board Members have a supportive role in goal-setting and inspiring other members to also support youth leadership in the Club.
3. Youth participating in the 1 or 2 activities for youth (s)	Youth (13-15 years) from volleyball clubs (and schools) who participate in the 1 or 2 activities for youth.

Benefits for everyone

The goal of the WLVT-programme is to have more youth shaping volleyball in our Clubs and Federations.
Why this is needed: Despite lots of girls and women play volleyball (50 to 68% of the Club members is female in Denmark, Iceland, the Netherlands and Norway), only 10 to 26% of them are leaders (like coaches, referees and board members) in volleyball. Also, young people face barriers becoming leaders in volleyball.

Benefits of having more Young Leaders in Volleyball Clubs:

- A greater variety of leaders, and a larger pool of leaders in volleyball
- This supports a greater variety in activities, in which everyone can take part
- Including: more activities for and by youth

And so, youth leadership contributes to everyone to enjoy and grow in the sport, making the whole game of volleyball better.

2. Programme overview for Young Leaders

For you to know what to expect the coming 6 months, this chapter provides you with an overview of the We Lead Volleyball Together programme, in the following sub-chapters:

- Overview WLVT and planning
- All activities briefly explained
  - Activities at the Club
  - National Activities
  - International Activities

Overview WLVT

Below you can find the specific activities for the 6-months training programme:

Phase	Activities	Time needed
1. Understand barriers & opportunities in leadership	Nationally: Kick-off training	2 days
2. Explore my talents	At the Club: 10 Club Sessions facilitated by Club Mentors for/with Young Leaders, of around 2 hours each. At home or at the Club: And 12 Self-work Sessions by Young Leaders, prepared for together during the Club Sessions.	2 hours per week during 3 weeks
3. Practice and build my skills		2 hours per week during 6 weeks
4. Build leadership skills in teamwork		2 hours per week during 8 weeks
5. Celebrate our achievements		2 hours per week during 6 weeks
During phase 3	At the Club: a National Role Model who is in a leadership position comes to visit your Club and gives a presentation about personal leadership	(inclusive the 2 hours per week in phase 3)
During phase 4	Nationally: Come-back training	1 day
	At the Club: 1 or 2 activities for youth (13-15 years) lead by the Young Leaders. Club Mentors are present for back-up support.	(depends on your planning with Club Mentor)
Total		24 weeks

Each activity is explained in 2.2.

Planning

Your Club Mentor will let you know the exact dates for the kick-off and come-back training. The dates for Club Sessions, Self-work Sessions and the 1 or 2 activities for youth can be planned in agreement with the Club Mentor.

All activities briefly explained

We explain each activity briefly below.

Activities at the club

Four types of activities take place at your club:

1. 1 or 2 activities for youth (13-15 years)

Each Club organises 1 or 2 activities for youth of 13 to 15 years' old, in phase 4 of the WLVT-training. During the training phases 1-3 of WLVT, you will be building your skills, that help you to organise these activities for youth. For example, youth from your club or from nearby schools.
How the event will look exactly is up to you! Think of an event that you would have liked to join when you were that age. Together with your fellow Young Leaders you shape, plan and prepare for it. And ultimately lead the activity.

Here are some examples of activities you could think of:

- A 2-hour tournament whereby every participant can bring a friend.
- A clinic for youth given by the first women's or men's team.
- A cool training for youth whereby you lead the warming-up, drills or small group practices, and a cooling down.
- An Open Hall, whereby any youth can walk in and join a variety of games and matches. This could be focused on volleyball or other sports too. Make sure that those who never played volleyball before, can also join.
- A volleyball activity at the nearby school for youth.
- A training for parents and their kids.

How will you do that?

- During the training phases 1-3 of WLVT, you will be building your skills, that help you to organise these activities for youth.
- You have time for preparations of the activities during Club Sessions and Self-work Sessions.
- At the day(s) of the activities, your team of Young Leaders will be leading the activity. The Club Mentor will be present for back-up support.

2. 10 Club Sessions

Around every other week there will be Club Sessions of around 2 hours each. In total there will be 10 Club Sessions.

Club Sessions are led by your Club Mentor(s). Sometimes you will also help leading (parts of) the Club Sessions. In the Club Sessions you:

- Do exercises and games in which you practice leadership skills.
- Receive mentoring from your Club Mentor(s) in the form of reflection, discussion and advice.
- Have time for preparing the 1 or 2 activities for youth.

3. 12 Self-work Sessions

The weeks with no Club Sessions, you will be working on your own. This can be at the club as a team, or individually at home. In total there will be 12 Self-work Sessions.

During the Club Sessions it is agreed on what they will do in the time until the next Club Session. In the Workbook for Young Leaders, you find all the formats for exercises during the Club and Self-work Sessions.
Note: There might be weeks that you have less time, for example because of school exams. Discuss and agree with your Club Mentor(s): which weeks you have less time, and in which weeks you could do a bite more when needed.

4. Visit of National Role Model

During phase 3 of WLVT a national Role Model visits your club. These Role Models have experience in leadership positions on a pro level, such as a board member, coach, or a referee. The Role Model presents results of her/his work in volleyball, the way she/he got there, barriers she/he came across. And she/he will share learnings or tips on that. You can also ask questions (also see exercise 28).

National Activities

Two activities take place with all volleyball clubs from your country on a so-called national level:

5. Kick-off training for Young Leaders and Club Mentors

The kick-off training is a fun start of WLVT in which you will be doing a lot together with Young Leaders from other Clubs. Ideally, the kick-off training will be 2 separate days, or 1 weekend.

You will:

- Get to know your fellow Young Leaders, your Club Mentor(s) and Young Leaders from other volleyball clubs in your country.
- Understand barriers & opportunities in leadership for women and youth in leadership.
- Create plans for great teamwork with your fellow Young Leaders.
- And start working on first ideas for the organisation of the 1 or 2 activities for youth (13-15 years).

Tip: Bring sport clothes and wear them during the training times.

6. Come-back training

The come-back training takes place during training phase 4 of WLVT and is a fun day to learn from each other. In addition, there will be plenty of time to do sports and games together that you plan to do for youth during the activity you organise and lead.

You will:

- Be able to ask all questions you still have; share your ideas for the event and your best practices so far. So, that you can learn also from the other Clubs that join WLVT.
- Fine-tune your next activity for youth (13-15 years).

Tip: Bring sport clothes and wear them during the training times.

International Activities

Two activities take place with all volleyball clubs from all countries on a so-called international level:

7. International Young Leaders Platform on Instagram

Get inspired and learn by videos of the national Role Models, and by good practices from fellow Young Leaders, from all different countries. At this Instagram community, you can connect with all 141 Young Leaders from Denmark, Iceland, the Netherlands, and Norway.

And of course, you share your good practices too! How?

- You can get access to it via this link: www.instagram.com/youngleadersvolleyball
- When posting on social media use the following hashtags: #WeLeadVolleyballTogether, #Leadership and #CofundedbyEU

8. EU Young Leaders Volleyball Activity Handbook

Each club will share their activity for youth (13-15) at the end of the WLVT-programme. This will be combined into 1 EU Young Leaders Volleyball Activity Handbook. And then shared with all participating clubs, as an inspiration for future activities for youth at your Club.
See also chapter 5, exercise 44.

Enjoy WLVT!
First and foremost, wishing you lots of fun with shaping and leading volleyball! In your role as Young Leader, you take on new challenges, learn more about yourself, and practice a variety of leadership tasks and roles in volleyball.

We believe that is how we can build the best environment for everyone to enjoy and grow in the sport, in which everyone can take part, adding her/his talents, making the whole game better for everyone involved.

Tips & feedback
Feel free to share any questions, tips or feedback you might have about this handbook. With your input we can develop and improve We Lead Volleyball Together.
You can contact us through the contact person of your federation. Ask your Club Mentor for that.

When posting on social media use the following hashtags:
#WeLeadVolleyballTogether, #Leadership and #CofundedbyEU

Colophon

Photography
All photos used in this publication are the property of Nevobo, NVBF, BLI, VODE and THUAS.

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