

Dissemination and Exploitation of ESLP Activities

Dissemination report of ESLP project activities:

Description of activity

The Institute for Physical Education and Sport held its third European Sport Leadership Programme Workshop entitled 'Sport Leaders Action Plan', on Thursday, 4th April 2019. This workshop primarily focused on the following:

- Preparing the sport leaders for a job interview
- Developing key job competencies
- Competencies and graduate employment
- Progress in the project and challenges encountered
- Action planning

Careers Action Planning Session with
the Sport Leaders

WORKSHOP 3 EUROPEAN PROJECT - ESLP

Sport Leaders Action Plan



04
APRIL
2019

MOC Board Room
IPES Building
12:00PM



L-Università
ta' Malta

Web: europeansportleadershipprogramme.eu

Introduction to the Workshop: Aims and Objectives

During the introduction, Dr Decelis explained the aims of this workshop, particularly delving deeper into the lifestyles and health of University Students, reflecting on the key job competencies and on how to develop them.

The importance of performing well in an interview was also stressed, together with the need to reflect on the soft skills sport leaders are in possession and the opportunities they have to develop them. The aim of the final part of this workshop was also outlined, that is to discuss the progress of this project and an action plan to develop the competencies with the assistance of employer mentors and the input of a key person from the Admissions and Records Office at UM.



L-Università ta' Malta
Institute for Physical
Education & Sport

ESLP WORKSHOP 3 PROGRAMME

Introduction

Dr Andrew Decelis, IPES Director, University of Malta.

Lifestyles and Health of University Students

Associate Professor. M.D. Monteiro, University of Trás-os-Montes and Alto Douro.

Preparing for a Job Interview

Ms Lara Tonna, Assistant Lecturer, University of Malta.

Developing key job competencies

Mr Etienne Camenzuli, Director, Hudson Holdings.

Competencies and graduate employment

Dr Andrew Decelis, IPES Director, University of Malta.

Workshop (careers staff, sport development staff, employer mentors).

- i. Developing competencies
- ii. Progress in the Project & Challenges encountered
- iii Action Planning

Conclusion

Dr Andrew Decelis, IPES Director, University of Malta.



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of the European Union



Preparing for a Job Interview

Ms Lara Tonna, a full-time lecturer at the Institute for Physical Education and Sport highlighted the primary objectives of having a successful job interview;

- Supply information about oneself that is not contained in their C.V.
- Show that one understands him/herself and have a sense of direction in their career
- Enable the employer to evaluate their personality and attitudes in terms of the demands of the organization and the position
- Give oneself and the employer an opportunity to discuss the desirability of an offer of employment



Developing key job competencies

Mr Etienne Camenzuli, one of the ESLP employer mentors and Director of a local retail company, explained how he chose four main competencies, namely communication in a foreign language, emotional control, motivation and teamwork, that he believed will help the sport leaders to obtain jobs they apply for.

Language barriers can be a challenge, but working with people of different cultures and backgrounds is what drives innovation, creativity, and success. He stressed the importance of not allowing language barriers to stand in the way to create ideas a diverse workplace has to offer.

Mr Camenzuli highlighted four things to control ones emotion during an interview, mainly breathing in and out, feeling and thinking positive before & during the interview, stop fidgeting, and regulating the emotions before attending the interview.





When it comes to motivation, it is important to remind yourself of your goals, make weekly checkpoints to track your progress, make sure to reward yourself every time you achieve your weekly goals, give yourself breaks and don't be too hard on yourself.

Mr Camenzuli also listed key points as regards to the final chosen competence, namely Teamwork.

- The Team Is Clear About Its Mission
- The Team Environment Encourages Reasonable Risks
- Respectful Communication Is the Norm
- Strong Sense of Group Commitment
- Creativity and Innovation Are the Norms
- Solves Teamwork Problems and Conflicts
- Practices Participative Leadership

Competencies and Graduate Employment

In his delivery, Dr Decelis delved into why the twelve core competencies help students gain graduate employment

- organization and planning,
- oral & written communication,
- use of ICT,
- decision making,
- information management,
- social interaction,
- ethical and social commitment,
- autonomous work,
- business attitude,
- adaptation of situations,
- research competence.

Also, research conducted by Harvard University, the Carnegie Foundation and Stanford Research Centre, have all concluded that 85% of job success comes from having well developed soft skills and people skills and only 15%



comes from technical skills and knowledge (hard skills).

Workshop Discussion

During the final part of the ESLP third workshop, the sport leaders were divided into two groups and were asked to discuss developing competencies, the progress made in the project and challenges encountered, and action planning.

In one of the groups led by Mr Camenzuli and Mr Noel Caruana, ESLP employer mentor and University student advisor respectively, the discussion was based on how the ESLP sport leaders were engaging in the key soft skills that were outlined by their employer mentor. These key soft skills are: communication in different languages, motivation, teamwork and control of emotions. They also discussed that they originally had low motivation, but on seeing the number of participants increase, especially on Friday sessions was very encouraging. They also discussed the idea of holding sessions on the University quadrangle to improve visibility.

Furthermore, they suggested that the ESLP sport disciplines would be included as optional study units for the next academic year.

The other group, led by Ms Tanya Zahra & Mr Marvin Spiteri, two ESLP employer mentors, evaluated and discussed the current status of the project together and what can be improved, and new ideas that may be introduced. Although there was an overall satisfaction with the current progress of the project, the importance of not just retaining participation levels but also of increasing the number of participants was highlighted.

To do this, the sport leaders together with the supervision and input of the employer mentors will be utilising strategies to push forth the importance



of the social aspect within physical activity for students. The plan is to include and implement ideas including social gatherings, team building events, taking part in overseas tournaments with foreign universities and more to emphasise on the social aspects which plays a pivotal role in determining participation levels and continuity. Another method which will be used is obtaining feedback from participants and filming testimonies and use them in marketing the project.

Exciting plans are in store for the ESLP team and they are looking forward to what is to come.

Conclusions

The workshop concluded with a summary of the main points covered in this workshop. Sport Leaders were very keen to deliver more sessions and to continue developing their soft skills in preparation for employment. The next step will be to meet their employer mentors in the coming weeks, continue to work on these skills and plan a mock interview. All participants in this workshop had very positive comments about its outcomes and about the energy and empowerment it is giving to the students. It was suggested that once this project is completed, it will be extended to the whole University.

Overall, the workshop was highly successful and all the outcomes were met. There was a common feeling of enthusiasm, and all participants showed they are very keen and looking forward to the forthcoming stages of the project.

Date: 4th April 2019

Communication channels / tools used @ the University of Malta

- **WEB: University of Malta website Newspaper**
- **PRINTED: Printed material such as a banner including ESLP project and EU funded logos marketing the ESLP sport disciplines**
- **INTERNET BASED: INST. FOR P.E. & SPORT FACEBOOK PAGE**



Targeted groups

The leaders and managers of university sport with regard to influencing the governance of university sport

- The Sport Leaders
- Staff European Sport Leadership Programme

Number of participants in the Activity

20



Which institutions/organisations were targeted? (Organisation type)

- **Erasmus + Programme (EU)**
- **ESLP (Academic Programme)**