

Dissemination and Exploitation of ESLP Activities

Dissemination report of ESLP project activities:

Description of activity

The Institute for Physical Education and Sport held its fourth and final European Sport Leadership Programme Workshop entitled 'Review and Final Action Planning'.

This workshop was delivered on Friday, 27th March 2020 via the video conference platform Zoom and primarily focused on the Final Reflections on Work Skills, Abilities, Competencies and the Way Forward.

All nine ESLP Sport Leaders, the five Employer Mentors, the UM Student Advisor and the UM Sports Development Officer participated in this workshop.

Review and Final Action Planning

WORKSHOP 4 EUROPEAN PROJECT - ESLP



27
MARCH
2020

IPES
12:30 PM



Web: europeansportleadershipprogramme.eu



ESLP WORKSHOP 4 PROGRAMME

Introduction

Dr Andrew Decelis, IPES Director, University of Malta.

Employer Mentors debriefing - Reflection and Action Planning

Mr Kevin Azzopardi
Mr Etienne Camenzuli
Mr Leandros Calleja
Mr Marvin Spiteri
Ms Tanya Zahra

Groups Discussion

Mr Noel Caruana
Ms Stephanie Cassar

Summary and Conclusion - Where next?

Dr Andrew Decelis
Mr Oliver Mallia

Introduction to the Workshop: Aims and Objectives

During the introduction, Dr Decelis explained the aims of the workshop and the agenda, reviewed the activities carried out during all the phases of the project, and presented a list of the competencies that students were aiming to develop during ESLP.

Participants were briefed on how they would be placed in breakout rooms together with their respective Employer Mentors for the first part of the workshop. A discussion would ensue regarding what competencies the Sport Leaders felt they had fully achieved and how they were developed during the programme, together with the competencies that weren't developed or need to be developed further and consequently what action plans need to be taken.

After the breakout room discussions, there would be a combination of the next steps on the agenda of this workshop. A group discussion would follow regarding these competencies, on how to make this 30 month project sustainable starting from the next academic year.



Employer Mentors Debriefing: Reflections and Action Planning

As was earlier pointed out during the introduction to the workshop, all the Sport Leaders were joined by their respective Employer Mentors in virtual breakout rooms to discuss what competencies were fully achieved and how they were developed during the programme and the action plans to develop the competencies that needed further development or were not developed.

The competencies discussed in all breakout rooms were the following:

- Organization and Planning
- Oral and Written Communication
- Use of ICT
- Communicating in a Foreign Language
- Decision Making
- Management of Information
- Teamwork
- Social Interaction
- Emotional Control
- Entrepreneurial Attitude and
- Adaption to New Situations

A large part of the sessions focused on the **emotional control** that Sport Leaders had to master throughout the project. There were occasions when students were low on numbers but they still managed to pull through these times with effective **organisation and planning**, and **decision making**, particularly on how to provide fun and interesting sessions and how to attract more participants through an ongoing promotional campaign.

The Sport Leaders never gave up on the project, even though during the last few months they had to go to University on the only day they had free from lectures and they were very busy with assignments and their dissertations. However, they felt they owned this project and they had an **ethical and social commitment** to make sure ESLP was a success. Furthermore, **they** were very satisfied with the way the sessions were progressing and by watching the participants mastering the skills of the game whilst increasing their physical activity levels.



The Sport leaders regularly gave feedback and encouraged those participants who were not confident with new skills in certain sport. Therefore, **oral communication** and **motivation** were vital skills in this project. All games were introduced gradually so as not to overwhelm the participants too early during the programme.

Given that many of the participants were Erasmus students, the Sport Leaders were presented with a challenge of **communicating in a different language**. When that was not possible, the Sport Leaders resorted to mediators or signals.

The importance of group **decision making** was also highlighted in the breakout rooms. The Sport Leaders pointed out the fact that it was vital that when making decisions, one had to discuss with others on the team in order to get different perspectives of the idea. This led to the development of **social interaction** and **teamwork skills**. One such decision taken by the Sport Leaders at the start of the project was when the turnout was minimal and so they organized Ultimate, Tchoukball and Handball tournaments on Fridays instead of having a normal training session. Consequently, the number of participants increased (around 20 in all). This strategy worked out very well since the participants were really enjoying themselves and even brought along other students with them to join in the fun activities.

As regards to **management of information**, the Sport Leaders commented that this project offered an interesting experience in managing a programme, including managing information about their participants and any specific needs, and keeping records of attendance on a regular basis. Participants in this project were added to the ESLP Malta Facebook page and photos and videos were also posted regularly.

Sport leaders stressed the need to **adapt to new situations they were exposed to**, particularly during the initial stages of the project, when they had to prepare the sessions without knowing the number of participants. Thus, they had to plan variations for each activity in case only a few participants showed up or on the other hand, more participants than





usual attended. It was also crucial to adapt to the participants' sporting abilities as the participants had mixed abilities, ranging from beginners to those who were in possession of excellent coordination and movement skills.

Sport Leaders were also exposed to the **use of ICT**, when they designed various posters and a large banner and also used Facebook to promote their sessions. Another social media used was WhatsApp especially to communicate and touch base with their respective Employer Mentor. During meetings with employer mentors, some students even had opportunities to reflect on how **entrepreneurial skills** could be developed, particularly how they can turn an idea of a sports project into an actual feasible business project.

A common comment in different breakout rooms was that this programme enabled them to experience all the stages of a project, from its inception, to the planning and promotion, to the actual delivery and ongoing reflection on how it can be improved.

Summary and Conclusions: Where next?

The workshop concluded with all the participants highlighting what was discussed in the breakout rooms mainly regarding competencies and discussing was the way forward.

Sport Leaders have basically improved all competencies even if some were not completely mastered. From what was being gathered overall in the group discussion, the ESLP project was vital in improving such competencies. A common feeling that emerged was that these skills will make them more employable and better employees, irrespective of the job they will be taking once they graduate. The power of sport in the development of these soft skills in University students was stressed by employee mentors and the career adviser who insisted that sport should be an integral part of the curriculum in all tertiary institutions.

At this stage, we should be recommending a similar modus operandi to the next intake of students and the next step in such a project, as



was previously done by in other Erasmus projects, is to make it sustainable.

Sustainability was discussed prior to the start of this academic year with all the Sport Leaders when Dr Decelis had asked what would be the next step to keep this project alive and to avoid its natural death. The students came up with the idea of inviting and enrolling first year students to help with their sessions, involving them as participants and eventually even allowing them to take charge of a number of sessions or part of them as was brilliantly done with the Move to the Beat sessions.

Given the lack of culture for physical activity and sport in local University students, first years will always have a challenge to promote and sell it, and to deliver it in a way that participants would want to re-join the programme in the following semester.

The ideal situation is to have a balance of new and innovative sports and others that are more popular sport disciplines. Whilst for the former you get the Sport Leaders and participants on a level playing field, for the latter you have Sport Leaders who are confident and have sound knowledge of their sport and thus being able to achieve more learning outcomes.

The session concluded by summarising the main outcomes of the project and by thanking all the sport leaders, the employer mentors, the career advisor and the sport development officer for their contribution. Each participant was given a soft copy of the certificate of participation through the Zoom chat.

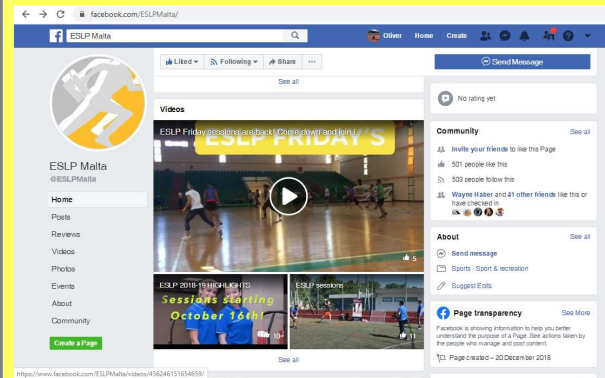
In return, all participants thanked Dr Andrew Decelis and Mr Oliver Mallia and the Erasmus+ project team for the opportunity they were given and described the project as a unique learning experience they will treasure for life and a great way to develop both personally and professionally.

Overall, this last ESLP workshop was highly successful and practically all the outcomes were met.

Date: 27th March 2020

Communication channels / tools used @ the University of Malta

- **WEB: University of Malta webpage Newspoint**
- **PRINTED: Printed material such as a hoodies including ESLP project and EU funded logos**
- **INTERNET BASED: ESLP MALTA & 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
- The Employer Mentors
- European Sport Leadership Programme Staff
- Student Advisor
- Sport Development Officer



Number of participants in the Activity

The total number of participants during this workshop was **19** including all the nine ESLP Sport Leaders, the five Employer Mentors, the UM Student Advisor and the UM Sports Development Officer.





**Which institutions/organisations were targeted?
(Organisation type)**

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