Matthews

fawlp@bucs.org.uk

Learning & Development Accelerator Recruitment pack

FA Universities Women’s Leadership Programme

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**PROGRAMME OVERVIEW:**

Based on FA commissioned research into the key behaviours that align to high performance in roles and/or increased chances of employability; the programme aims to support females with aspirations to work within the women’s game to be competitive when they enter the job market: Seeking to bridge the gap between who the students are, and what they are capable of, through experiential and applied learning experiences. Students will have the opportunity to develop their skills/, behaviours, confidence and professional network. They will be supported in defining their career goals and ambitions by exploring and understanding the diverse opportunities that exist in the women’s game.

Students will have four touch points & a graduation across a twelve-month period, including a minimum of two residential stays. The programme will feature both theoretical and applied learning experiences, with students being placed in ‘real life’ simulated situations. For a flavour of the programme and the impact its has in the words of our participants please watch the video [here](https://www.youtube.com/watch?v=l4iGjL5SsUY).

As we enter our 5th year we have learnt a lot and have invested a great deal of time in capturing the impact we are seeking the programme to have (Our Why – Vision) and the culture we aim to create that makes the programme unique (Our How – Ethos). It is essential to us that everyone involved with the programme understands and supports the programme’s Vision, and is as excited about this as we are, as well as wanting to be part of the programme’s Ethos to make this even stronger than it is today. To help you decide whether this is something you want to be part of we have shared the Vision and Ethos below.

***Programme Vision:***

*Unlock the potential of diverse female students aspiring to work in the Women & Girls’ Game, enabling them to be competitive in securing roles that support the Women’s Game when they enter the job market.*

***Programme Ethos:***

1. Role model – We bring to life the behaviours, values & professional standards expected of the participants.

2. Support – We understand the learning content and help the participants translate this to ensure it can be practically implemented.

3. Accelerate – We build trust & rapport to create a safe environment for participants, so they feel safe to fail, learn & grow.

4. Facilitate – We enable the participants’ involvement & participation in discussions & tasks during the residential events.

5. Observe – We watch participants during the residentials, capturing insights that are valuable to share with them as feedback.

6. Inform – We identify and share opportunities with the rest of the staff team to drive continuous improvement of residentials/the programme/the delivery team.

7. Coach – We drive forward participant learning & commitment to take action through either 1-2-1 or group coaching conversations.

8. Collaborate – We connect & engage with all of the delivery team to ensure a consistent & clear learning experience & environment.

9. Care – We recognise & acknowledge the physical & emotional needs of the delivery team as well as the participants and respond accordingly.

10. Agile – We complete other tasks and/or fulfil needs as required to ensure we deliver a high quality personal and professional development experience.

**OTHER INFORMTION:**

* Reasonable travel expenses will be covered for L&D Accelerators for in-person residentials.
* You will receive Programme kit to wear at the Residentials.

**PROGRAMME DATES:**

To be eligible to apply you must be available for **ALL** programme dates and have some contact with participants outside of residential events. Please note that event days may (and often will) be longer than a standard 9-5 working day and some dates fall on the weekend. Please only apply if you are able to accept this condition of involvement.

* 19 October 2023 – Staff Training Day 1 (in person)
* 20 – 22 October 2023 - Residential 1 (in person)
* 15 February 2024 – Staff Training Day 2 (virtual)
* 16 - 17 February 2024 - Residential 2 (virtual)
* 13 June 2024 – Staff Training Day 3 (in person)
* 14 – 15 June 2024 – Residential 3 (in person)
* There will also be some additional online training hours covering Mental Health Support through Student Minds and dates will be communicated as soon as they are available.

**APPLICATION PROCESS:**

Application Timeline:

* 10am Friday 28th July: Application Deadline.
* Friday 11th August: Applicants notified of application outcome.
* August 2023: Meet the Team session.

Application Process:

* Please see the Application Guidance Document for details on completing your application

**LINE MANAGERS INFO:**

What will my employee develop whilst supporting the programme?

Over the course of the programme, the L & D Accelerators will have the chance to practice and hone key skills in in line with our programme ethos. They will be supported by two bespoke day-long training sessions, expertise from the rest of the team and exposed to many opportunities to apply learnings.

As with any L & D opportunity we would strongly recommend to ensure that maximum value is achieved that clear goal(s) are agreed between yourself and your member of staff. The clearer you are both in terms of this and can share this with us, the more able we are to look for opportunities within different aspects of residentials to support achievement against these goals. Equally if we can’t identify a clear link between the stated goal(s) and our programme we can be open about this at an early opportunity. One of our team is a L & D specialist and has made us aware that many people participate in the wrong L & D interventions as their L &D need/goals are not clearly enough defined/understood.

In broad terms what we can say is that our programmes will offer opportunities to develop in areas/skills such as:

• **Performance coaching** – a key part of the methodology which is helpful to develop/practice for those who are looking to help others in their workplace to improve their performance or perhaps those looking for a Line Manager role in the near future

• **Communication** – a skill that you could argue we need to continually seek to improve and in this programme there is much emphasis placed in particular on listening, observing (including body language), asking insightful questions, reflection and providing behavioural feedback. In addition, there is a focus on creating dialogue rather than simply debate when sharing feedback and helping participants to understand their behaviour and its impact

• **Building relationships** – at a time when the word ‘connect’ means different things to different people/generations the ability to build successful and enduring relationships is becoming increasingly important. To have the greatest impact building relationships with those on the programme and other staff is key. Of course, there are many components to this, but from our experience during the pilot – Trust, Embracing Vulnerability, Radical Candor and a genuine willingness to understand others have been critical

• **Confidence** – as a result of the environment of support we have seen staff as well as participants feel able to stretch outside their comfort zone more freely and succeed in things which they had not previously had the confidence to attempt

• **Collaboration** – As well as a diverse participant group, there are staff, guests, stakeholders and venue staff who are all key to the success of the programme. There are many opportunities to be able to work flexibly & responsively with this wide variety of people, adapt quickly to changing needs, circumstances and energy levels.

How many days will my employee need to commit for?

All programme dates are on the Role Profile for reference. In total L&D Accelerators will be involved for 10 days (including their 3 training days). They will also receive an invite to the cohort graduation, but this will be an evening event. Please note that event days may (and often will) be longer than a standard 9-5 working day and some dates fall on the weekend. Residentials are a combination of weekends and Thursdays/Fridays.

**FURTHER INFO:**

If you are a prospective applicant or a line manager of an applicant who would like further information on the programme, please contact the FA WLP – [fawlp@bucs.org.uk](mailto:fawlp@bucs.org.uk). If you would like an insight from someone who has undertaken the role during the 2023-24 season please contact the team so they can make an introduction.