



**FREESTYLE
CANADA***

Canadian Winter Sports Officials Level III

**LEADERSHIP ROLES FOR THE ORGANIZATION OF
PROVINCIAL EVENTS AND THE CANADA CUP**



Round Table

Who are you?

-What club do you belong to?

-What is your job?

-What role(s) did you play during your last season of events?

-What is your best experience working for an event?

-What is your worst experience working for an event?

-What are your expectations for this training course?

Agenda

Review of official's developmental pathway

Leadership

Values

Know your people

Time and tool management

Responsibility

Use of tools over time

Conclusion and certification

Assessment Table of Canadian Winter Sports Officials

Note: To be recognized as certified officials, officials must be members of the CFSA/Canada Snowboard and renew their membership every year.

Certification	Content	Event Experience
<p>Level 1 certified CFSA/Canada Snowboard Official</p>	<p>Complete the online module “Volunteers’ Orientation”</p>	<p>Beginning official plays one role during a CFSA/Canada Snowboard sanctioned competition</p>
<p>Level 2 certified CFSA/Canada Snowboard Official</p> <p>**As soon as a module is completed, one is “trained” as a Level 2 official. An official is “certified Level 2” when all the modules have been completed and that the required experience has been acquired.</p>	<p>Complete the module on events for the U14 category Complete the orientation module on the guidelines for Acro CAN competitions ***The program should be offered in Fall 2016 Follow the course on freestyle ski competition systems Level 2 competition “Roles and responsibilities” Complete the NCCP online module on concussions “Making Head Way” Complete the online module on the code of conduct ***The program should be offered in Fall 2015</p>	<p>Beginning official plays various roles during 4 CFSA/Canada Snowboard sanctioned competitions</p>
<p>Official certified Level 3 The modules are under development and should be offered in Fall 2016</p>	<p>Provide officials’ CVs Use the mentoring program Complete the module “Event Management” Complete the “Leadership” Pass on-snow examination</p>	<p>Official plays a leadership role during a Canadian competition or a World Cup</p> <p>Official as a jury member for different disciplines</p>
<p>TD certified at national level</p>	<p>Pass the TD skill test</p>	<p>Under development for Fall 2016</p>

Official's Leadership Module

After completing this module, you will be able to identify your team's maturity level and will learn to adapt your leadership to different people you will be called to work with.



Officials and Judges

CF Values

Innovation

Excellence

Integrity

Respect

Pleasure

Leadership

What makes an effective leader?

- “An effective leader is someone who is flexible and who adapts to the maturity level of the group of people to be influenced.”
 - Ken Blanchard, author of *The One Minute Manager*..

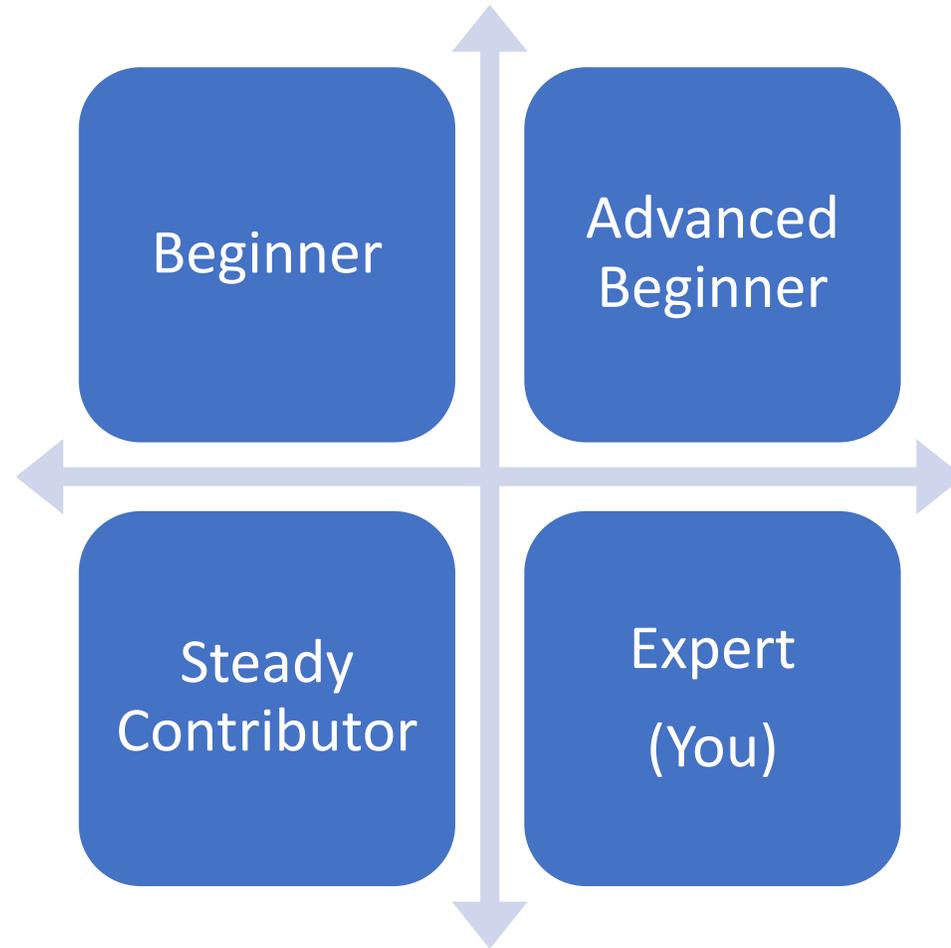


Situational Leadership

- Why?
 - Engage volunteers
 - Offer continuous development within your organizations
 - Build a legacy for the young skiers, convey the passion, and pass on CFSA values



Situational Leadership - Activity 1



Beginner

Inexperienced

Curious

Unskilled

Optimistic

Hopeful

Enthusiastic

Advanced Beginner

Overwhelmed

Confused

Demotivated (when faced with reality, e.g. - 30)

Demoralized (needs follow-up)

Frustrated

Flashes of competence

Enthusiastic (depending on the follow-up received)

Steady Contributor

Competent, but cautious

Self-critical

Conscious of the environment

Doubtful

Capable

Contributing

Insecure

Tentative/unsure

Bored/apathetic depending on the level of responsibility and support

Expert

Justifiably confident

Consistently competent

Inspired

Inspiring

Autonomous

Accomplished

Motivated



15-minute break

Officials' Leadership (cont'd)

Commitment is the level of motivation and confidence one has in relation to a goal or task.

A mix of confidence and motivation.

Confidence comes from training.

Beginner

- Acknowledge enthusiasm and skills
- Give clear expectations and specific goals
- Set priorities
- Have an action plan
- Be ready to repeat
- Be precise
- Show limits from the outset

Directing Leadership

Advanced Beginner

- Learner must participate in developing plans
- Remind learner that progress has been made and that more must still be made
- Let learner know that it is normal to make mistakes
- Reassure and provide guidance when mistakes are made
- Give specific advice
- Congratulate learner on achievements

Coaching Leadership

Steady Contributor

- Learner expects leader to help him think out loud*
- Expects leader to provide advice without taking learner's place
- Expects to be congratulated for concrete actions
- Determines own goals
- Needs approval
- Required constant monitoring/follow-up
- Public acknowledgement of skills

Supporting Leadership

Expert

- Learner expects to have leader's trust
- Wants a variety of challenges
- Expects to have independence
- Needs the opportunity to train others
- Must be recognized as an important contributor

Delegating Leadership

Leadership

Head Heart Hand



- You must fully understand the maturity levels of your team to successfully build, direct, understand and drive your project and team.

Time and Tool Management

SMART

S

- Specific
- Establish clear expectations

M

- Measurable
- What can be measured? e.g. max./min. number of participants, qty of equipment, etc.

A

- Attainable
- Do we have the necessary resources?
- How will we achieve this?

R

- Responsible
- Clearly define who will be responsible for what in the plan execution

T

- Timely
- Clearly identify the deadlines to be met for each step of the plan



Schedule and Meetings

- First of all, the clubs receive the opportunities to host an event.
- The club appoints the Chair of the Organizing Committee.
- The application is submitted.

Schedule and Meetings

- Before the first meeting, make sure to:
 - Form the organizing committee according to individuals' strengths
 - Prepare a preliminary budget
 - Develop a SMART plan for each meeting
 - Draw up an operational plan

Schedule and Meetings

- First meeting +/- 3 months before the event
 - Present the final version of the project
 - Assign the roles and determine who the area managers will be
 - Establish a meeting schedule
 - Take the time to clearly and precisely indicate the duties of each area manager

Schedule and Meetings

- Second meeting +/- 2 before the event
 - Hold a round table discussion on progress made by each area manager
 - Gather all the information for the notice of race
 - Ski tickets
 - Registration process and payment
 - Award ceremonies
 - Follow the notice of race sample
 - With the ski resort, translate course needs and specifications into concrete actions
 - Ensure that each area manager knows exactly what to prepare for the next meeting



Schedule and Meetings

- Third meeting at least 1 month before the event
- Finalization: All managers must present their final product
 - Competition office and registration
 - Schedule for volunteers, course construction and maintenance
 - Send official notice of race if it has not already been done
 - Judges' and officials' schedule
- This meeting can be held more than once depending on the scope of the project.

Schedule and Meetings

- Meet as required to finalize certain details
- Have a dry run of the event
- Communicate each week with the area managers to ensure that all is good

Conclusion

- Remember that when you become a leader...

If your event is successful, it is thanks to your team; when there's a problem, it's on you.

- So “if your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

John Quincy Adams