



Women and Leadership Development Programme

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UK Sport – who we are

- UK Sport is the UK's high performance agency
- Government, Lottery and commercial investment of £100m per year in Olympic and Paralympic sports.
- Aiming for medal success in London and beyond...
- Through Mission 2012 UK Sport supports sports to develop world class systems and programmes
- UK Sport people development programmes to build a sustainable system
- CSR Settlement – “UKS to work with DCMS and SE to improve the Governance of NGB's including in the areas of equality and Diversity”

Understanding the research

‘The Commission on the Future of Women’s Sport, 2009’

- Barriers to female leadership:
- Lack of champions
- Institutionalised structures and recruitment process
- Lack of female participation downstream
- Culture
- Family-un friendly career

In England 7 of the 47 NGB CEO’s are female.

29% of the HCSC and UK Sport Boards are female.

Understanding the Business Case

- Women contribute to better decision-making and more effective organisations
- Women leaders improve competitive performance
- Companies with women in senior positions lead in organisational excellence
- A balanced board is best equipped to deal with future challenge
- Best Boards should recruit from the largest possible talent pool
- Women in senior roles will increase female participation

History of WLDP

- WLDP developed and managed by UK Sport with the British Olympic Foundation and CCPR
- 15 women selected from National Governing Bodies for 3 year programme
- WLDP launched in August 2006
- 2nd intake Summer 2009

WLDP Aims

- Increase the number of female leaders
- Build their confidence and competence
- Increase support amongst sports organisations
- Build national and international networks
- Develop and retain leaders in British sport

WLDP structure

Components:

- Training events
- Mentoring
- Goal setting and personal development planning
- International experience and networking

Who's on the programme:

- 15 women operating at middle / senior management level in Olympic and Paralympic NGBs

WLDP Impact – 2009 Evaluation

- 70% had progressed in their roles or positions in less than 3 years
- 100% reported that the training days had the greatest impact
- 87% said their confidence to lead had increased
- 100% said they had extended their networks nationally and internationally through the programme and found this very valuable.

Participant Feedback

“There are things I have learnt, tools I have gained and people I have met that will continue to help me far beyond the completion of the programme”

“WLDP has provided me with moments of inspiration and clarity”



WLDP Promotional DVD

Model of good practice

- WLDP model adopted by European Union as model of good practice
- €250,000 (A\$350,000) Women's International Leadership Development programme (WILD)
- 7 European countries all delivering WLDP with women sports leaders
- Powerful network as well as cultural change
- Sport Wales – Women and Leadership Programme

WLDP 2009-11

- Focus on Olympic and Paralympic NGBs from the UK
- 15 new recruits selected in July 2009
- Programme condensed to two years for maximum impact and to reflect different life cycles of women
- Over subscribed with greater commitment from chief executives and organisations
- Aiming for Life after London that includes a legacy of effective and balanced leadership in British sport
- UK Sport's Governance Agenda – CSR Settlement

Current WLDP Participants

- Amanda Bond, CEO, British Dressage
- Amanda Van Santen, Chief Windsurfing Instructor, Royal Yachting Association
- Catrin Devonald, National Development Director, Swim Wales
- Chloe Nelson, Marketing Manager, British Canoe Union
- Donna McIvor, National Football Development Manager, The FA
- Helen Bushell, CEO, Welsh Hockey Union
- Helen Cartwright, Performance Adviser, UK Sport
- Holly Woodford, Development Director, England Hockey
- Jane Harvey, CEO Snow Sport Scotland
- Janie Frampton, National Referee Manager, The FA
- Joanne Richards, Coach Development Manager, Great Britain Wheelchair Basketball Association
- Lisa Wainwright, CEO, Volleyball England
- Rachel Washington, Operations Coordinator, British Swimming
- Sam Matthews, Major Events and Projects Manager, British Cycling
- Zoe Wilson-Maye, Assistant to Head Coach, UK Athletics

Question Time

Thank you for your time any questions....

If you require further details please feel free to
contact me

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