

Youth Leadership Development Your Most Important Asset

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**How does your organization
identify, support,
and promote youth leadership?**

Session Overview

Why Teaching Leadership is SO Important and the Components of Leadership Education

The Community Sailing Programs Example

- Structure and Practical Application
- How to get started or expand
- Outcomes, Testimonials, and Evaluation
- Add VALUE to your program
- “Youth Voice” Training Basics and Resources

Closing Discussion Q & A - Varied Leadership Techniques

Leadership Program Objectives

- 100% of Juniors/Students will understand the value of goal setting and will have learned at least 2 goal setting techniques
- 90% will be able to identify their leadership style, leadership strengths & weaknesses, and be able to take advantage of and apply their strengths
- 100% will be able to list at least 3 active listening techniques
- 100% will be able to list at least 5- 6 positive characteristics about themselves
- 100% will be able to outline at least 4 values or principles that they believe are important in life

Benefits to **YOUR PROGRAM**

Offering Early Leadership Development to your Junior Instructors can have all of the following effects on your program (in 1 or 2 seasons)

1. Increased sense of community and belonging
For all stakeholders (Staff, Junior Instructors, Students, Parents, Volunteers, etc.)
2. Higher staff retention
3. A supply of capable and eager instructors
4. Lifelong Sailors in the sport and larger community

Definition of Leadership Development

As a premise, we start with the following definition:

Youth leadership is part of the youth development process and supports the young person in developing:

- (a) the ability to analyze his or her own strengths and weaknesses, set personal and vocational goals, and have the self-esteem, confidence, motivation and abilities to carry them out (including the ability to establish support networks in order to fully participate in community life and effect positive social change)
- (b) the ability to guide and direct others on a course of action, influence the opinions and behaviors of others, and serve as a role model.

(Wehmeyer, Agran, & Hughes, 1989)

According to the 2016 Job Outlook Survey Employers are looking for:

80.1% Leadership

70.2% Communication (written skills)

68.9% Strong Work Ethic

65.8% Initiative

78.9% Ability to work in a team

68.9% Communication (verbal)

70.2% Problem-Solving Skills

60.9% Flexibility/Adaptability

**ALL PART OF
LEADERSHIP**

Keys Components to Leadership:

- Learning opportunity in youth programs is augmented by having a group of younger children to lead/teach
- Jrs. should have mentors to partner with for careful observation and feedback
- Jrs. are “sailing assistants” in training (Advantages)
- Success in our program is a function of the success of the Jr. Assistants
- Leadership has much more to do with the skills honed through learning /practice than genetics. “Born leaders”, thus suggesting that other children are “born followers.”

Effective Goal Setting Makes the Difference

*The USOC Sport Psychology program believes that goal setting is as important as having a good coach.

Effective goal setting can provide:

Direction -Where and How

Feedback- Are you making progress?

Support- Make sure athlete is going in right direction, prevents giving up, and has ability to evaluate and correct. Teaching goal setting at an early age is essential to personal development.

Goal setting should start with simple, achievable goals

Non-Effective Goals: Goal setting fails because they are often too difficult, too un- measurable, vague, un- manageable, and un-changeable.

*(USOC Coaching & Sports Psychology Committee, Sports Psychology Manual & Coaches Guide)

Effective Goal Setting on the other hand:

- Directs Behavior**
- Are inherently Motivating**
- Focus on concrete specific actions**
- Are Optimally Realistic**
- Are Flexible**
- Are Clear & Positive**
- Include a plan (strategies) for achievement**
- Aren't forgotten**
- Include regular revisiting and review**
- Can be supported by a reward**

Reference: (USOC Coaches Guide, Sports Psychology)

Student Testimonials

“Teaching lessons as a JI was my first introduction into public speaking having a positive impact on my ability to speak to an audience now. Apart from speaking to students this program forced me out of my comfort zone when having to talk with parents or on occasion even teach adult students. I attribute my ability to communicate so well as an adult to my early years on the Obexer's beach learning to lead”

“I am not sure that I had much of a perspective at all on leadership before the TCS Junior program. Not only did it teach me how to be a leader but also just by being selected for consideration gave me the confidence I needed to succeed as a sailing instructor and later in life.”

“When I went to my first US Sailing course it was my first introduction into higher education, and taught me how to prepare for classes and exams that I had not encountered outside of high school before. This early introduction helped me succeed in many of my later endeavors.”



Instilling Leadership in Children

(John Rampton)

Adults (coaches, parents, other leaders) can help instill traits of leadership in these ways:

- Set a Good Example
- Emphasize Perseverance
- Build Negotiation Skills
 - Reduce yes or no options
- Hone Decision Making Skills
- Practice Confident Communication
- Encourage Work
- Enroll in Summer Camp
- Teach Project Planning Skills
- Avoid Jumping In
- Find a Mentor
- Encourage Reading

WHAT	WHY	HOW
<p>Need for organizations to develop youth leadership opportunities for:</p> <ul style="list-style-type: none"> • Self-reliance • Teamwork • Independent Thinking • Problem-solving 	<p>Help curb the trend of losing interest</p> <p>Especially among the 11-13 age group</p>	<p>Be familiar with US Sailing's Stages of Development (Squaring the Pyramid)</p> <p>Integrate organizational mission & vision in planning</p> <p>Identify & support each youth at his/her developmental level</p> <p>Encourage the "heat-seeking missiles" in your organization & provide opportunities to practice leadership incrementally and in a safe environment</p>

“Everybody is a genius, but if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.”



Albert Einstein



IT IS TIME FOR THE **SOCIAL MEDIA MINUTE**

Please take 60-seconds and post one takeaway, picture or thought from this session on a social media platform of your choice and tag!

@USSailing #SailingLeadership

@tisailing.org @edisonsailing @tahoecommunitysailing



Youth Voice



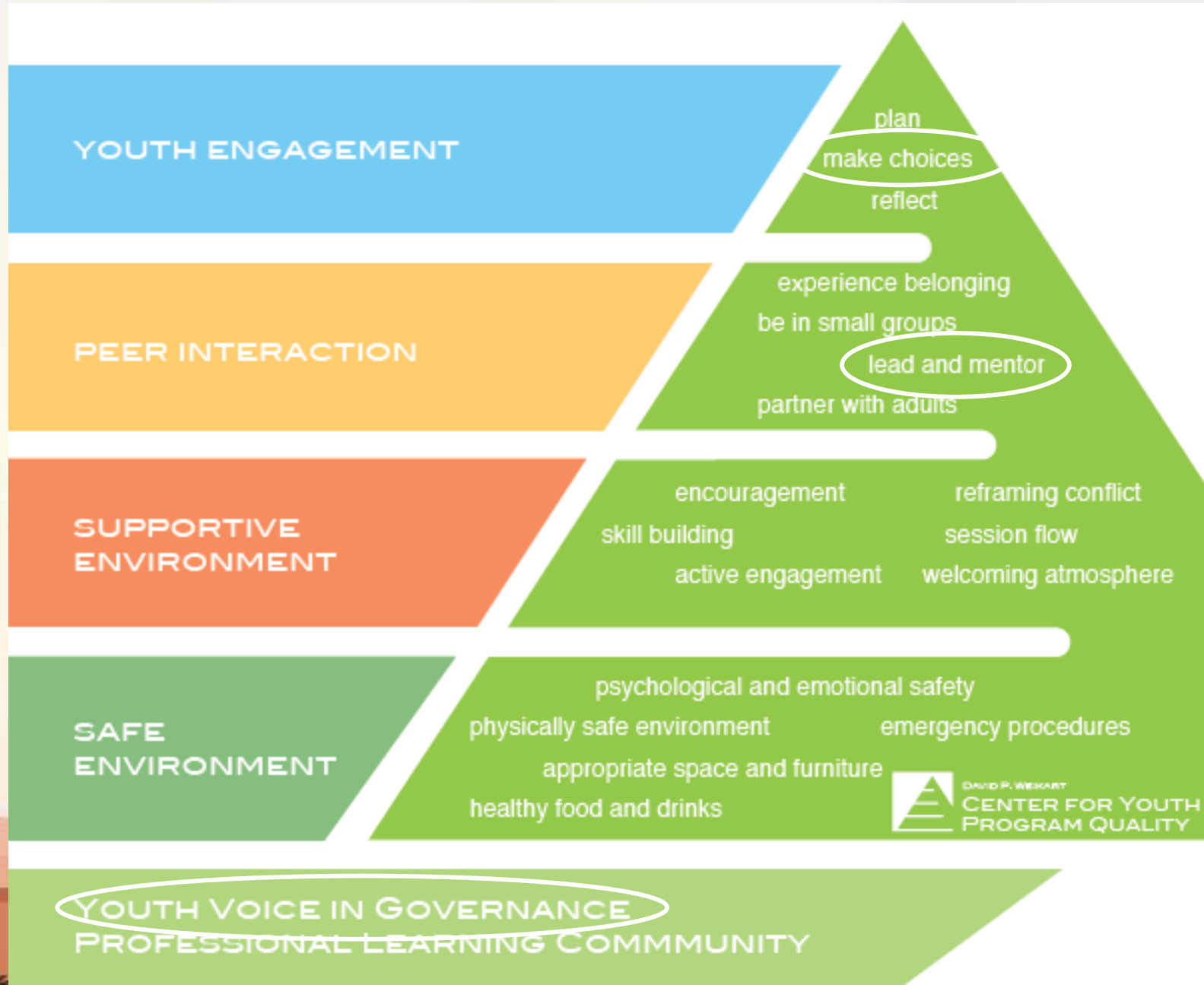
DAVID P. WEIKART
CENTER FOR YOUTH
PROGRAM QUALITY

“Youth voice refers to the distinct ideas, opinions, attitudes, knowledge, and actions of young people as a collective body.”

“The term youth voice often groups together a diversity of perspectives and experiences, regardless of backgrounds, identities, and cultural differences.”

**YOUTH
VOICES
MATTER**

Youth Voice and the Youth Program Quality Assessment (YPQA)



**Adulthood – bias against youth;
Unconscious assumption that adults are
better than – young people are inferior**

Manifests in many ways:



Stereotypes about youth “all are trouble makers” common for teenagers

“Stop being so childish.” “Act your age”

Common Sayings – Tone of Voice *“children should be seen and not heard or “grow up!” “But you’re so young!”*

“You’re not old enough.” ‘follow my directions, you don’t know what you’re talking about’

‘You can make decisions for yourself when you’re an adult.’ ‘It’s just a stage – you’ll grow out of it.’

Providing Empty Leadership Experience *“Come to this youth event – there will be pizza!”*

“shadow so and so for the day” no intent or goals set

***By working to embed Youth Voice in a youth program, you are actively working against
adulthood and on your way to a leadership model.***

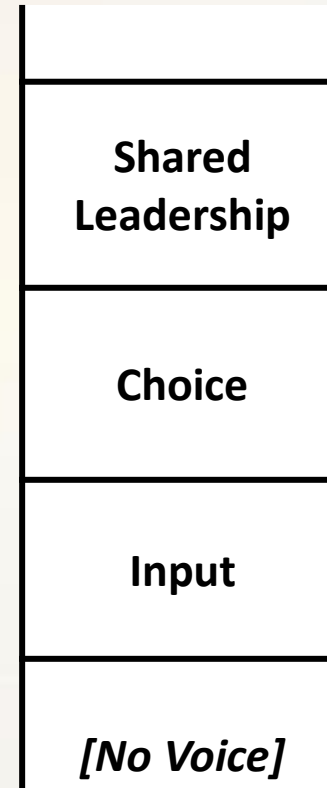
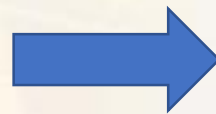
The Method - Why Support Youth Voice ?

Build Youth Motivation

Promote Learning and Self-Direction

Improve Programs and Communities

**Youth Voice Ladder
Opportunities**



Supports

Scaffolding

Increasing
challenge

Across Age Groups & Content Areas

Youth Voice may look differently across age groups. All age groups can benefit from provision of voice because children of all ages like to feel some sense of control over their activities.

Younger Students – simple choices such as options between activities

Older Students with more experience in your program – appropriate to increase the frequency and difficulty of their opportunities for decision making-leadership, and responsibility.



**Not enough freedom
(Lack of interest)**



**Meaningful
choices within
supportive structure**



**Too much freedom
(Frustration)**

5 Easy Changes You Can Implement in 2020 - Meaningful choices with Adult Support

1. Icebreakers and Team Building

2. Choice

Wheel of Choice-drills/games/goals

Open Ended Questions

Choose Partners

3. Leadership

Identify Youth Roles within the organization

Training and Development

Youth Committees- Committee to help develop programming and provide youth perspective and voice, organize fundraising and events

4. Brainstorm

5. Input and Feedback

“After joining TISC every summer for almost seven years of camp, last summer, I worked as an Instructor. As a camper, of course, I loved swimming, sailing, and seaweed gathering, but every summer I came back for the people. I didn't think people got cooler than my instructors. they were interesting and new. As a counselor, being that person for someone else was so amazing. I really learned how to teach in my first year. I was inspired by my peers to teach, entertain the kids, help them get up when they are down, and make their experiences fulfilling as well as my own. Last summer, at the beginning of each session when campers would remember me, I was reminded of why I come back every year; for the people.”

Dinah
Luomanen
First Year Instructor



Resources for Staff Training – Easy to use training manuals and guides

Our Goal for You! Take one element we have talked about today and implement in 2020! Contact any of us for more information, resources, takeaways, share ideas, etc.

Resources – Links under our Session in the Event App

1. Building Intentional Communities – Youth Development Framework and Training Manuals
2. [Center for Youth Program Quality – Youth Voice Training Manuals and MORE!](#)
3. Tahoe Community Sailing Center Curriculum, Templates, and Survey
4. Edison Sailing Centers Leadership Matrix
5. Treasure Island Sailing Center's Junior Leadership Camp Curriculum

GOODLUCK with Youth Leadership Implementation!

It's a new Decade and you have to start somewhere!

Your Opinion Matters

Please open the **Sailing Leadership Forum app**
and complete the **session survey**
found in the **menu bar**.

Thank you for attending this session!

