



**Basketball New Zealand**

# **Emerging Leaders Programme**



# What is the Emerging Leaders Programme?

The BBNZ Emerging Leaders Programme is an 18-month development opportunity for emerging female leaders in basketball. It focuses on empowering participants through residential workshops, mentorship, and skill-building development opportunities. Participants will gain increased self-confidence, improved communication skills and the ability to think strategically; and will be supported to put these skills into practice in their day-to-day lives.

The Programme aims to prepare participants with the skills and confidence to take the next step in their leadership journeys, wherever that may be. It is also intentionally designed to empower them throughout their learning journey to contribute to the advancement of basketball associations, clubs, and associated organisations around the country. The purpose of the BBNZ Emerging Leaders Programme is to continue to break current gender barriers and promote inclusivity and diversity in leadership for wāhine and kōhine across the basketball system.

## Who is the ideal candidate?

The Programme is open to all emerging female leaders from across basketball including, but not limited to, players, coaches, officials, administrators, volunteers, and board members.

Whether early on in their engagement with the game or coming with a range of experience, the successful candidates will be open-minded, resilient, and eager to contribute to an ever-growing diverse and thriving sporting community.

### Eligibility criteria

- Identifies as female
- Is aged 18 years or over
- Has the support of a Sponsor Organisation – either an association, club, or associated organisation\*

### Selection criteria

The successful candidates must demonstrate a strong:

- Commitment to personal and professional growth
- Intent to lead and implement change (in basketball)
- Passion for seeking opportunities for improvement
- Dedication to fostering inclusive environments
- Value of collaboration and working with others
- Desire to enhance their decision-making skills and think outside the box

\*Associated organisations include BBNZ Associated Members and wider partners across the sport, active recreation, and play sector. This includes disability and inclusion-focused community organisations at both a regional and national level.





## Programme benefits for participants

**By participating and engaging in the BBNZ Emerging Leaders Programme, participants will expand their leadership toolbox and be empowered to confidently lead in both their personal and professional lives. They will also gain a network of mentors and peers to support them throughout their journey on the programme and beyond.**

Further benefits include:

- Increased confidence and competence in a range of leadership behaviours
- Developing and enhancing problem-solving skills
- Developing effective communication techniques
- Understanding the importance of self-care and developing a sense of purpose
- Improved self-awareness
- Support scoping and designing a project in their local community
- Participation in regular networking and growing their network connections
- Access to experienced mentors and role models, and opportunities for ongoing mentorship with sector/business leaders.

## Commitment required from Programme participants

**The BBNZ Emerging Leaders Programme will run for 18 months, starting on February 1st, 2024. Throughout their learning journey, participants will be expected to commit to:**

- Three face-to-face residential workshops – these will happen over weekends.
- Monthly online whole group connects with different key learning topics.

- Monthly one-on-one connects with their BBNZ Programme Lead.
- Proactively engaging in mentorship opportunities

Throughout the Programme, participants will also be supported to scope and design a project in their local community. A selection of projects will then be selected and supported right through to implementation and evaluation.



# Expectations of Programme participants

As part of the Emerging Leaders Programme, Basketball New Zealand and its Programme Team invests significant time, resource, and dedication into each of the successful candidates. In return, and to ensure that the participants truly maximise the opportunity, it is expected that each programme participant will:

- Demonstrate their commitment by actively engaging in every aspect of the Programme with enthusiasm and dedication.
- Prioritise time and workload to ensure they complete all required preparation work and attend workshops, online seminars, and mentorship sessions.
- Take the initiative to apply the skills and knowledge gained from the Programme into their daily professional lives.
- Be open to feedback, receptive to new ideas, and actively seek opportunities to lead and collaborate.
- Not only invest time in their own development but also strive to uplift and support their fellow participants; fostering a spirit of solidarity and empowerment within the leadership community.

Adhering to the commitments and expectations as outlined above not only benefits the individual participant but also contributes to the overall success of the BBNZ Emerging Leaders Programme. If the above commitments and expectations are not being adhered to consistently, BBNZ reserve the right to remove any participants from the Programme.

## Co-designing the learning journey

**A unique aspect of the BBNZ Emerging Leaders Programme is that each participant's learning journey and experience is designed uniquely for them. This means that the BBNZ Programme Team work with each individual participant and with the collective group to determine the exact learning content that is most relevant to them.**

This personalised approach enables the leaders to take ownership of their own learning and development to ensure they are getting the most value, growth, and enjoyment from the Programme.

- Understanding your leadership style and personality profiling
- Finding your why and applying this to your ways of doing

- Managing conflict and learning to have difficult or courageous conversations
- How to maximise a mentor, mentee relationship
- Effective communication and questioning
- Building a positive team culture
- How to identify the need for change and then take action
- Leveraging strengths and managing weaknesses
- Project planning and delivery
- Managing stress and emotions
- Learning to prioritize refilling your cup
- Reflective practice
- The art of providing and receiving feedback
- Diversity, Equity, and Inclusion





# Supporting information for Sponsor Organisations, Associations, Clubs, and Associated Organisations\*

**The success of a participant in the BBNZ Emerging Leaders Programme hinges on a robust and multifaceted support system.**

Emotionally, participants benefit from encouragement, mentorship, and a safe space to help aid their success within this programme. Within the structure of the programme, each participant will have access to experienced mentors and role models to foster a sense of guidance and inspiration. Structured workshops and training sessions offer the necessary development and growth of skills and knowledge, while ongoing feedback will ensure continuous individual improvement. Additionally, a supportive network of peers allows participants

to share experiences, challenges, and triumphs while creating a community/network that understands and uplifts each other.

Beyond the structure of the programme, association, club, or organisational support is vital, to ensure participants are able to fully engage in everything on offer across the 18 months of the Programme. Overall, a comprehensive support network ensures that participants not only navigate their leadership journey successfully but also thrive and contribute meaningfully to their communities.



## Commitment and expectations of Sponsor Organisations

**To help aid in the success of this programme. Sponsor Organisations will need to:**

- Provide ongoing support and autonomy to their Emerging Leader, so that they can scope, design, and deliver the community project as outlined below.
- Engage regularly with their Emerging Leader.
- Engage where necessary with the leads from Basketball New Zealand for this programme.



## Benefits for Sponsor Organisations

**By committing your support to an Emerging Leader in your community, you can expect the following benefits:**

- Create a great role model for other females within your community
- Develop a future leader for your association, club, or organisation
- Bring fresh and positive change
- Strengthen your workforce
- Build a greater network of allies and resource
- Keep up to date with ever-changing trends and best practices



# Community Project

A key component of the programme for participants and Sponsor Organisations is the Community Project. Participants will be required to scope and design a project that either:

- enhances a current offering,
- develops a new opportunity,
- or focuses on an area for change and development.

The projects will be expected to emphasis and contribute to growing the game for women and or girls in basketball in New Zealand.

Participants will be supported by the BBNZ Programme Team to complete a needs-analysis, gather insights, and develop a project plan that directly responds to an identified need.

Based on scope, scale, and level of engagement from Sponsor Organisations, a selected number of participants will then additionally be supported to implement and evaluate their projects. For the participant to be successful it is vital that Sponsor Organisations provide the support and autonomy needed to execute the full delivery of their project within your space and community.



## Application information

Applications will be comprised of three key aspects:

- Participant Application Form
- Sponsor Organisation Letter of Support
- Participant Online Interview

To apply, candidates will need to complete the following process:

- 1 Head to the BBNZ website [nz.basketball/leadership/](https://nz.basketball/leadership/) click on the Participant Application Form, complete, and submit.
- 2 Share the link to the Letter of Support with your Sponsor Organisation (Association, club, or associated organisation). This can also be found on the website using the address above.
- 3 Applications will be reviewed on a rolling basis by the BBNZ Programme Team. During this period, prospective participants will be notified and selected to progress to the online interview. \*
- 4 Complete an online interview with at least two of the BBNZ Programme Team.
- 5 Confirm with your Sponsor Organisation that they have the Letter of Support before the application close deadline.
- 6 Applications close on Thursday 14th December.

Successful applicants and their Sponsor Organisations will be notified by email no later than December 21st, 2023. This email will also include further programme details, such as start date, face-to-face residential dates, and any further information to aid in the success of the Programme.

To confirm a place on the Programme, both the successful applicant and their Sponsor Organisation will be expected to sign and return a Letter of Commitment, accepting and acknowledging their commitment to the Programme. This must be returned to BBNZ by 20th January 2024. If this Letter of Commitment is not returned by both parties prior to the deadline, BBNZ reserves the right to rescind the selection and offer the spot to another applicant.

The full list of successful applicants will be announced by 30th January 2024 through social media and direct email and will be published on the BBNZ website.

The BBNZ Emerging Leaders Programme will commence on February 1st, 2024, starting with an online connection.

*\*Please note, that it is not guaranteed that all applicants will be selected to complete an online interview.*





# Get in touch

Further information can be found on either the Basketball New Zealand website [nz.basketball/leadership/](https://nz.basketball/leadership/)

Or by directly contacting: **Liz Worthington**  
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