



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 connections to wider networks; 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 reduce current gender barriers and to increase inclusive and diverse opportunities for wāhine and kōhine across the basketball system.

"I can hand-on-heart say this programme has been the most eye opening programme I've done. For me it has been life-changing in so many areas of my life" 2024/25 Emerged Leader

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 understanding of who they are as a leader and their leadership style
- Developing and enhancing problem-solving skills
- Developing effective communication techniques
- Understanding the importance of self-care and developing a sense of purpose
- Improve self-awareness
- Support scoping and designing a community project
- Participation in regular networking, growing their network connections
- Access to experienced mentors and role models, with opportunities for ongoing mentorship with sector/business leaders.

"Easily the connections and relationships I have built with the other leaders during the programme, have helped to make me much stronger as a person and as a leader" 2024/25 Emerged Leader

Commitment required from Programme participants

The BBNZ Emerging Leaders Programme will run for 18 months, starting on March 16th, 2026. 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 a range of different key learning topics or guest speakers.

- Opportunities for 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 focused at growing offering and opportunities for local communities. A selection of projects may 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.

Learning Topics may include:

- 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

"Leadership doesn't always have to be loud or confident; sometimes, it's quiet, consistent, and simply just about showing up" 2024/25 Emerged Leader

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.
- Support of your emerging leader to scope and design their community project.
- 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

"I've seen a huge shift in my club's values-based approach to Basketball. People are more readily buying into the values of our club"
2024/25 Emerged Leader

Community Project

A key component of the programme for participants 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 may 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 Confirmed Support
- Participant Online Interview*

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

- 1 Head to the BBNZ website nz.basketball/leadership/ click on the Participant Application Form, complete, and submit.
- 2 Share your key contact from your Sponsor Organisation (Association, club, or associated organisation). A BBNZ programme lead will make contact directly to confirm their support and provide a comprehensive overview of the programme, including the benefits and expectation of the supporting organisation.
- 3 Applications will be reviewed on a rolling basis by the BBNZ Programme Team. During this period, prospective participants may be notified and selected to progress to the online interview.*
- 4 Applications close on Wednesday 18th February.

- Successful applicants and their Sponsor Organisations will be notified by email no later than February 27th, 2026. 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. Please note that the dates for the first in-person residential is April 17th -19th 2026.
- 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 6th March 2026. 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 mid March through social media and direct email and will be published on the BBNZ website.
- The BBNZ Emerging Leaders Programme will commence once all successful applicants have been notified and announced, with details to be included in your letter of success.

*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/

Or by directly contacting: **Liz Worthington**
liz@nz.basketball or 027 294 2272



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