

# RFU LEADERSHIP ACADEMY



“Leadership is a process by which a person influences others to accomplish an objective.”

## AIM

The RFU Leadership Academy aims to *develop new potential leaders each year for Clubs/Referee Societies/Constituent Bodies and to track and offer further development for past Academy graduates as they assume senior Leadership roles.*”

The scheme identifies the next generation of leaders, helping them to develop their skills and confidence to become great leaders. The Academy facilitates networking opportunities to allow participants to share experiences and solutions on similar issues.

## PROGRAMME ELEMENTS

There are six elements to the programme:

<i>Launch</i> Monday 31 <sup>st</sup> October Evening Launceston RFC	<i>TNA/ PDP</i>	<i>Mentors</i>
A face-to-face evening meeting sets the tone, clarifies aims & expectations, introduces delegates & mentors, agrees dates, and establishes challenge & support groups.	Training Needs Analysis (TNA) identifies participants existing skills, knowledge, experience and any gaps so the programme can be customised. Delegates use a simple Personal Development Plan (PDP) to rate their progress.	Experienced individuals, from the game, help participants to achieve their goals (from their PDP). Mentors offer support and encouragement but do not judge or assess.

### *Support and Challenge Groups*

Teams of 3–5 participants (usually based on geographic proximity) decide what to discuss based on common goals. They agree how often, when, where and how long they wish to meet. Groups may invite subject matter experts to share good practice on relevant topics.

### *Leadership Workshop* January 2012 – Venue TBC

A one-day, interactive leadership workshop (delivered by highly rated, external facilitators) covers creating a vision and strategy, gaining commitment, leading people. The topics are tailored to the group.

### *Review & Celebration* May/June 2012 – Venue TBC

An informal event shares feedback, recognises participants and mentors.

## DELIVERY

'Virtual' delivery allows venues to be arranged around the geographic locations of the participants to minimize travel whilst ensuring sufficient numbers for group interaction. The commitment needed is approximately 1 full day plus 5 evenings over the season.

## TO APPLY OR FOR FURTHER INFORMATION

Due to the significant investment in the individuals taking part, places are limited, so act now, contact **Rachel Brown**, Leadership Academy Manager on 07590 890872, [rachelbrown@rfu.com](mailto:rachelbrown@rfu.com) or visit [www.rfu.com/clubs/leaders](http://www.rfu.com/clubs/leaders) for more information.