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Women – new leader's empowerment in sport and physical education industry / NewMiracle

Summary Report on NewMiracle Pilot phase

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National training sessions (NTS)

- I. In total was held 4 sessions in each partner country (Lithuania, Latvia, Slovakia and Italy) according the papered materials.
- II. All piloting partners were monitor the process and collected the feedback from the participants with the provided evaluation templates.
- III. Each NOC decide on the actualities of the topic according their national needs.

Main Topics of The Pilot

1. Change leadership - Leadership tools
2. Communication and branding
3. Change Management
4. Project Management for Innovative Outcomes

On NewMiracle Platform Registered

1. 26 mentors registered
2. 98 participants registered



National training sessions structure

NTS structure – topics for each NTS which correspond to created personal learning materials by project partner
The University of Rome Foro Italico:

Section - 1: EXPLORING GENDER BIAS IN LEADERSHIP AND MANAGEMENT (GEndeR)

First NTS - Leadership and gender stereotypes (Glass ceiling, Change leadership / Leadership tools)

Section - 2: GENERAL ELEMENTS OF SPORT MANAGEMENT (Gender)

Second NTS - Performance Management (G11. Performance Management, G4. Human resources)

Third NTS - Project Management for Innovative Outcomes (G12. The role of innovation and technology in sport and in management, G7. Finance and budgeting)

Fourth NTS - Communication and branding (G8. Sport Marketing, G9. Media)



Proposed National training sessions time line structure

DAY 1 (lectures and discussion groups)

- o Introduction to TOPIC -
- o The theoretical material is based on practical examples (best cases, tools etc.).
- o Hands on workshop with reflection on the topic of Project Management for Innovative Outcomes
- o Homework (preparation for next day simulations)
- o Total 6 – 8 hours

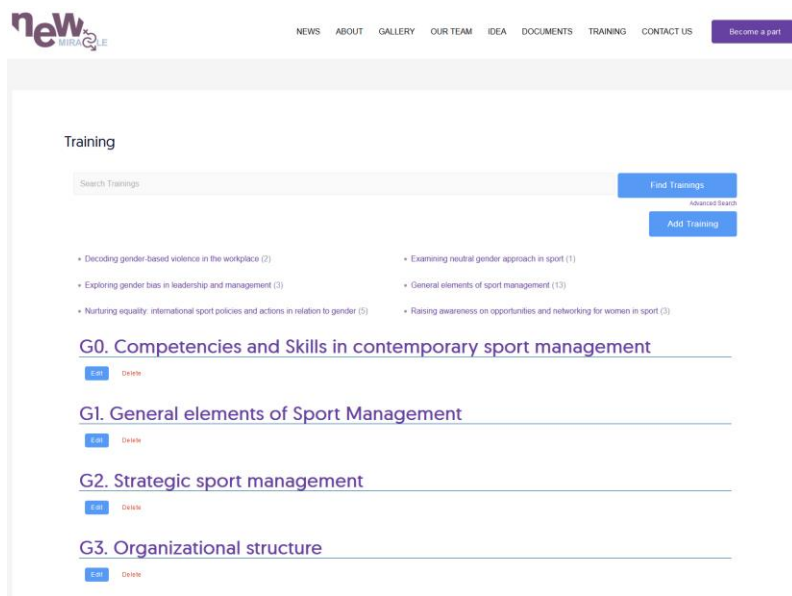
DAY 2 (simulation exercise / interactive learning)

- o Introduction of the learning environment; explanation of the rules (0,5 hour)
- o Setting the targets for the teams - (0,25 - 0,5 hour)
- o Extended case study: simulation (on real time challenges in participants organizations) - (2 hours). During the simulation, focused topical assignments.
- o Evaluation and feedback with participants - (1 hour)
- o Invite speakers - showcase the practice used as an example (according to the topic), reflection to the simulation with participants (2 hours)
- o Review of key learning points - (1 hour)
- o Feedback of the course - (1 hour)



Feedback from the participants

IT platform



Personal learning



AND SPORT MANAGEMENT



LITHUANIAN NTS



1st NTS

Date: 2023.01. 10 - 11, Place: Vilnius

20 Participants

Dissemination - [Link](#)



3rd NTS

Date: 2023.05. 18 - 19, Place: Birštonas

20 Participants

Dissemination - [Link](#)



2nd NTS

Date: 2023.03. 16 - 17, Place: Vilnius

19 Participants

Dissemination - [Link](#)



4th NTS

Date: 2023.09. 12 - 13, Place: Vilnius

17 Participants

Dissemination - [Link](#)



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LT - Participant survey

Topics found to be most relevant:

- I think that topic about **how to be on the same level with your boss or with your subordinate** was the most relevant for me.
- How to **motivate** colleagues, how to **implement** new strategies
- **Leadership philosophy** and key elements
- Development of leadership skills in a working atmosphere based on **real examples** - with good reflection afterwards I find them to be the most helpful in my learning process

Please indicate which topics you would included in the course:

- **Personal traits and characteristics** of managed team and their complementation How **to motivate** colleagues, how to **implement new strategies**
- A broader discussion of the **qualities and skills a leader must possess**, general roles in sport management
- I would like to include topics about **body language**, how to guess people's next moves, how **to speak in an audience**, how to **have the courage to speak**, how to manage time.

Please indicate the topics which you would like to additionally add to training to help work more effectively in sport:

- Effective staff management
- Effective negotiation skills
- Projects from writing to administration and finding partners to them
- Self-representation as a specialist, the searching process for partners

Comments and / or suggestions for the courses:

- Everything was perfectly organized!!!
- Other professionals in their field would also participate in the training sessions and tell their success stories and good experiences.
- Thanks for doing this job and making it possible for us to grow! :)
- It was great 2 days, huge value of meeting all the participants, discussing the issues we have everyday, learn some new aspects of leadership. If something should be added - I think it would be great to have several different lecturers to cover the topic, especially those who could share their own cases and experiences, for instance some business leader :).

LATVIAN NTS



1st NTS

Date: 2023.01. 18 - 19, Place: Riga

18 Participants

Dissemination - [Link](#)



3rd NTS

Date: 2023.05. 29 - 30, Place: Riga

20 Participants

Dissemination - [Link](#)



2nd NTS

Date: 2023.03. 27 - 28, Place: Riga

24 Participants

Dissemination - [Link](#)



4th NTS

Date: 2023.10. 30 - 31, Place: Riga

19 Participants

Dissemination - [Link](#)



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LV - Participant survey

Topics found to be most relevant:

- Self-development, women's opportunities overall.
- Emotional Intelligence (EQ)
- Skills for strong leadership, team management, crisis and self-management
- Time scheduling

Please indicate which topics you would included in the course:

- Appearance in work and events, etiquette
- Conflict resolution (different situations)
- Work-life balance and flexibility
- Could be something about woman intelligence, maybe mental health

Please indicate the topics which you would like to additionally add to training to help work more effectively in sport:

- IT in sport management
- Leveraging technology and digital tools for leadership development
- Communications skills

Comments and / or suggestions for the courses:

- Thank you for the first national training session. It inspired and motivated me to improve myself, work further in the sports organization and grow as a female leader.
- Everything good - keep going :)



SLOVAK NTS



1st NTS

Date: 2023.01. 13 - 14, Place:
Bratislava

19 Participants

3rd NTS

Date: 2023.05. 14 - 15, Place: Bratislava

24 Participants

Dissemination - [Link](#)



2nd NTS

Date: 2023.03. 25 - 26, Place:
Bratislava

24 Participants



4th NTS

Date: 2023.09. 10 - 11, Place: Bystra

20 Participants

Dissemination: [Link](#)



SK - Participant survey

Topics found to be most relevant:

- Communication and decision making
- Career anchors were very interesting from the point of view of harmonizing a woman's life
- Formal and informal roles
- Self development

Please indicate the topics which you would like to additionally add to training to help work more effectively in sport:

- Use the strengths and abilities of women in sports organizations and gain self-confidence using various psychological tools
- Women are mostly emotional, so I would like to find a way to train how to react calmly in the stressful situation, how to "destroy" your opponent (usually "the wiser" or "the older" men) in polite way, to learn how to express yourself to be accepted as a member of community you work in as a respectful member and member with opinion that is worth to listen.
Body language, etc...

Please indicate which topics you would included in the course:

- Coping with stressful situations
- Time management
- How to communicate new visions and methods at all levels of association
- How to handle with arrogant people

Comments and / or suggestions for the courses:

- I am really satisfied with leader of course - Petra and as well with mentor Barbora.
- Work in smaller groups with practical situations
- Great atmosphere, Thanks to all :)





ITALIAN NTS



1st NTS

Date: 2023.03. 09, Place: Rome

20 Participants

Dissemination - [Link](#)



3rd NTS

Date: 2023.09. 21, Place: Rome

23 Participants

Dissemination - [Link](#)



2nd NTS

Date: 2023.05. 18, Place: Rome

18 Participants

Dissemination - [Link](#)



4th NTS

Date: 2023.11. 22, Place: Rome

23 Participants

Dissemination - [Link](#)



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SK - Participant survey

Topics found to be most relevant:

- Sharing our experiences was the most interesting part of the section and realize how different we can be in terms of age, background,, lifestyle and interests but still with the same willing to learn new skills and get new tools and training program for the empowerment of women
- The experiences of Giorgio Misini and Asia Petrucci clearly showed the mechanisms of patriarchal culture in the construction of gender stereotypes and the difficulties to be faced in self-determination as individuals.
- The importance of the family and training context to become a leader in sports

Please indicate the topics which you would like to additionally add to training to help work more effectively in sport:

- Sport professionals' legacy
- The difficulty of women in overcoming the famous "glass ceiling"
- The importance of the family and training context to become a leader in sports

Please indicate which topics you would included in the course:

- Strategy for improve emotional competence
- Time management
- How to solve conflicts among women at work
- The woman divided between work and study

Comments and / or suggestions for the courses:

- Integration with monthly webinars, slides, pdf, recommended readings
- It would be interesting and enriching to invite someone who doesn't really agree with gender equality and with the goal of the event
- Including more men in the panels (speakers / attendants)

International workshops (IW)

- I. In total were held 3 two days sessions according the papered materials.
- II. In each workshop the focus was reflect the self-learning and information got during the NTS.
- III. IW was divided into 3 topics.

Topics

1. Self-development – Governance

Self-development – Governance: Leadership development, tools, practical exercise - opportunity development of the idea, concept generation, and project evaluation, among others, from the ***governance perspective***.

2. Self-management - HR and communications

Self-management - HR and communications: Inclusive and organizational culture and diversity in leadership, communication plans and forecasting, monitoring and tracking tools, practical exercise - opportunity development of the idea, concept generation, and project evaluation, among others, from the ***HR and communications perspective***.

3. Self-acceptance – Portrayal

Self-acceptance – Portrayal: balanced media portrayal of both genders, communication strategies and tools, practical exercise - opportunity development of the idea, concept generation, and project evaluation, among others, from the ***Portrayal perspective***.

Days of the IW were held

1. 2023.02. 05/07 - Bratislava
2. 2023.04. 23/25 - Riga
3. 2023.10. 1/3 - Vilnius



Discussion on international workshops implementation

Practical workshops structure



Learning outcomes of the international workshops:

- Critically evaluate a new product/service creation environment, and its importance to a sport organization.
- Be able to apply a new product/service development process and tools.
- Obtain the skills to develop and analyze a new product offering.
- Identify and evaluate information related to the new product/service development steps.
- Develop critical thinking ability and problem-solving skills through experiential learning.
- Strengthen creative skills by experiencing the new product/service development process.
- To communicate and to work effectively in an interdisciplinary group.





BRATISLAVA IW



1st IW

Date: 2023.02. 05 - 07, Place: Bratislava

39 Participants

Dissemination - [Link](#)

Topics found to be most relevant:

- About organizations and my personal philosophy and aims.
- Dual career, skills prioritization
- Follow up on national trainings and linking Self- leadership & Governance on organizational level
- IOC governance, olympic values, Danka Bartenkova experience, prioritize values

Comments and/or suggestions for the courses:

- I would like to have more groups workshops
- Really interesting, finally a new project in which we can work with different people from different cultures about woman's sport themes
- More real cases to discuss
- Multiple interactive parts of focus groups



Topics which you would like to additionally add to training to help work more effectively in sport:

- Life after sport career
- Psychology, crisis management, importance of media and our voice in it
- Practical tools of how to integrate after professional sport , possibilities of application 365, workshops
- Strategic thinking, conflict management, multitasking



RIGA IW

2nd IW

Date: 2023.04. 23 - 25, Place: Riga

37 Participants

Dissemination - [Link](#)

Topics found to be most relevant:

- Build your brand, Communication and social media
- Finance education
- Communication
- Branding yourself
- About FB and Instagram

Comments and/or suggestions for the courses:

- Really appreciated the high quality of the speakers and topics. Enjoyed teamwork and sharing experience. Enjoyed meeting women of sport from different countries. Feeling grateful
- Thank you, you had it very nice organized, very good atmosphere and hospitality
- Survey about competences should be shorter



Topics which you would like to additionally add to training to help work more effectively in sport:

- Emotional intelligence and its application in sport management
- Gender diversity perspective
- Advertising management
- How to negotiate



VILNIUS IW



2nd IW

Date: 2023.10. 01 - 03, Place: Vilnius

39 Participants

Dissemination - [Link](#)

Topics found to be most relevant:

- Self-confidence, self-presentation and the courage to be a leader
- 7 fundamental motivators
- Leadership types and how to work with them
- Coaching points and inputs as inspiration for participants
- The part regarding self-awareness



Comments and/or suggestions for the courses:

- Neutral city, then more participants can be focus and fully participate
- More days
- We would like to follow in this project (or take part in a similar one) in 2024 in such good pace as it was in 2023
- I would recommend even more lecturers from abroad and from various fields. In terms of time, there is continuity and the project has been going on for almost a year - an example for other projects.

Topics which you would like to additionally add to training to help work more effectively in sport:

- How to handle stressful situations
- How to represent man and women in media more right, so the effect would be the same
- More on facilitation of meeting, communication and negotiations on organisational level
- Project management, promotion management



Thank you!



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