



IABA Team Manager Training Programme

A Team Manager is responsible for the safety and wellbeing of all members of the team – boxers, coaches and other support staff. The Team Manager role is not a coaching position.

Team Managers are the direct liaison with the LOC for a given tournament/training camp, the primary contact for IABA and, for underage teams, the primary contact for clubs, parents and guardians.

The Team Manager role is a high responsibility role, requiring excellent leadership, communication and caring skills.

IABA wishes to ensure that all people considered for selection as Team Manager have a base level of skills and qualifications, and have been provided with the tools to enable them to lead their team to the highest possible standard. This is the rationale for the creation of the IABA Team Manager Training Programme.

Hereinafter, only people who have successfully completed this course will be considered for Team Manager appointments.

Introduction

This four-day course and qualification is aimed at equipping participants with the necessary skills and resources to be able to effectively manage a squad of boxers and coaches during away training and competition schedules. It will serve to detail the role of an IABA Team Manager from a group facilitation and safeguarding perspective.

Topics covered include:

- I. pre trip safeguarding checklists
- II. consent & conduct forms
- III. pre-trip coach/staff induction meetings
- IV. communication with parents/guardian
- V. evaluations, and youth participation guidelines.

Successful Participants will also qualify with a valuable QQI level 6 in Group Work Theory and Practice (see below).

Programme delivery is blended, with day one taking place at the National Stadium and the remaining three days taking place over zoom. Time schedule is 10am – 3.30pm each day.

The marking assessment for the programme will consist of three assignments (both written and practical) and will be based on participants ability to demonstrate co-facilitation skills in a range of settings.

QQI Level 6 Qualification in Group Work Theory & Practice (Group Facilitation).

Programme Details:

This programme is aimed at those who work with teams and groups. It is directly aimed at meeting the skills and knowledge needs of its participants so that they lead teams and groups with confidence and effectiveness. The programme looks at a range of skills and techniques that can help groups and teams to flourish and reach optimal outcomes.

Programme topics/content

- *Building and consolidating group/team cohesion*: cohesive groups are the most productive in terms of developing well-being, aiding growth and improvement
- *Working effectively with young people*: A look at the skills and qualities required to engage successfully with young people, how to elicit 'buy-in', how to build productive, appropriate relationships
- *Facilitating the development of voice*: when team members, feel they have something to offer their group and give voice to it they begin the journey of empowerment and functioning – this boosts performance and well-being
- *Managing group dynamics*: how to manage the development of the team/group and recognise these various stages, adapt to same and apply the skills and techniques needed as a group goes through its various stages.
- *How to respond to well to conflict*: conflict is an inevitable aspect of life and it is best that we equip ourselves with the knowledge, skills and understanding to handle it effectively
- *Group Leadership Skills*: What skills and qualities are needed to become an effective group facilitator? How do we develop those? Which of these do we possess - which do we need to acquire?
- *Communicating effectively with diverse groups*: IABA Managers interact with a multitude of different groups – how does one do this as effectively as possible?
- *Working towards being open*: When we are open, we have the capacity to learn and grow. When we are adamant, we are closed and do not develop. An examination of the benefits, and challenges, of being open to diverse voices and to feedback.
- *Assessing group impact*: Is the group functioning well? Are there issues that need to be addressed in order to enhance its impact? How do we broach these issues and maintain harmony in the group, what skills and techniques are useful?

Style of Delivery

This programme is facilitated: this means that it seeks to meet the needs of its participants. Considerable time will be devoted to exploring and examining the issues that the participants themselves may encounter in teams and groups. The programme aims to enhance the knowledge and skill levels of participants so that they feel more confident and more effective delivering groups.

Projected outcomes

Participants learn when they actively engage, so the learning acquired from this programme is the joint responsibility of the participants and the group facilitator. For those who actively participate it is envisaged that they will gain:

- Higher level knowledge of the theory and ideas that underpin team and group facilitation
- Higher level of skill and technique applicable to groups generally
- More skilled and confident in communicating with diverse groups
- More skilled and confident in managing conflict and handling diverse and conflicting interests
- More confidence and self-belief in their ability to lead groups
- Greater willingness and confidence to support the growth and development of their peers.
- A QQI Level 6 qualification