

The value of the Sport Development National Trainer Programme



About the National Trainer Programme

The 18-month learning programme is for Sport Development trainers – those people who are responsible for workforce learning and development. Participants engage in face-to-face 'learning labs', work in project-based teams, receive personalised mentoring, and learn through a mix of channels based on their individual needs. Through this, they explore ways to design and facilitate these learning and development opportunities.

The programme aims to build capability, connections, and collaboration among trainers so they can be more impactful in their work.

Who is it for?

The 2021-2023 programme intake had Sport Development participants from 15 different organisations, consisting of:



8

National Sports Organisations



3

Regional Sports Organisations



4

Regional Sports Trusts



50/50

An equal male / female split

How participants scored the programme

4.6/5

Overall value of the programme average rating

4.7/5

The programme has enabled me to acquire new skills/knowledge/tools/methods

5/5

Ability of the programme to make meaningful connections

5/5

I have utilised the connections made

5/5

My involvement in the programme has made me more effective in my role

What participants said about the programme

Participants shared their thoughts on the wide-reaching value they received from the programme. Their feedback is shared below using the value creation framework.

The value creation framework is an evaluation tool that reflects the aspiration to make a difference. Participants describe the value they get from a learning programme and how this has influenced their ability to make the difference they want to make. The framework considers the short-term (immediate) value they received from simply attending the programme, through to the long-term (transformative) value they continue to implement in their organisations, the sector, and the community, long after the conclusion of the programme.



Transformative value

Participant feedback themes:

- Influencing the system
- Being more strategic
- More impactful leadership



Applied value

Participant feedback themes:

- Developed a deliberate approach to coach and grow others
- Application of action learning cycles
- Collaboration across organisations



Realised value

Participant feedback themes:

- Confidence to implement personal learning
- Co-design and co-delivery
- Creating quality learning environments



Potential value

Participant feedback themes:

- A learning environment to test ideas
- Collaboration across organisations to achieve outcomes
- Ongoing support from the group



Immediate value

Participant feedback themes:

- Diverse connections
- Shared reflections
- A safe environment
- Relationship building

"I was blown away with the care and consideration that our leads had taken to bring 16 [people] from 15 different organisations together."

Short-term

"Absolutely genius - something I will take away and try to implement."

"It has allowed me to feel and see how things can be done, and understand and gain confidence to implement ideas."

"The time outside of the 'scheduled learning' was even more powerful, allowing us to discuss real-life problems and solutions."

"This programme has given me a lot of courage to push myself outside my comfort zone, it has allowed me to be more reflective and take the time to understand."

"This opened my eyes up to gaps within our processes and a better understanding of how we could address these gaps to enhance the impact and experience of our people."

"I have become more confident, increased my capability... better at my role, better team member in my organisation, and even translated into home life."

"I have been able to take much of what I have learnt back to share with my colleagues and to help coach and grow others."

"I have taken a more deliberate approach to developing the coach developers."

"I asked our CEO about what he has noticed about me over the last two years. He said I was having greater impact in my role due to thinking more strategically and knowing how to empower others to effect greater change. In essence, he was saying I was having a greater impact on our sporting systems."

"Our organisation has started to shift some of its strategic focus in coach development."

Long-term



Thank you to Sport New Zealand for a phenomenal job in creating, leading, and facilitating a truly unique opportunity and a high-quality learning environment. They have done an incredible job in bringing this group together".