



Major Projects Report 2020

Hope Leaders

Sport HOPE leaders – agents for sustainable positive change

The last twelve months have brought us many challenges and we continue to feel the impacts of the grief and loss for many of our athletes. Our challenge now is knowing how to respond, how to come out stronger with the necessary infrastructure in place to empower our athletes, coaches, administrators and supporters with the necessary knowledge and skills to build their wellbeing now and into the future. OSFO has for many years been championing the need for health and wellbeing capacity building in our sports and this year launched our Wellbeing Basics course that was run with the OSFO executive. In November a pilot was run with 6 sports and was supported by Michelle McQuaid and Danielle Jacobs, internationally recognised experts and founders of The Wellbeing Lab. The feedback was very encouraging with all sports indicating their desire to implement our whole of sport HOPE leader initiative to create sustainable positive change.

HOPE Leaders will share responsibility for whole sport, wellbeing implementation and undertake high quality training to build their knowledge, skills and capabilities. Armed with this experience, HOPE leaders will then recruit a team to lead their organisations through a positive change process in their unique contexts, and out into the community.

One of the ways HOPE leaders create positive change is through the inspiring use of Wellbeing Literacy. Wellbeing Literacy is a common language for a community to explore and nurture wellbeing; it enables all members of that community to build wellbeing skills, capabilities and processes and establishes a positive culture through the collective use of conversations and intentional actions which promote, build and enable flourishing.

Our pathway to establishing Wellbeing Literacy more broadly within our sporting communities is a viral one – our lighthouse model. Our HOPE Leaders champion the learning, living and then leading of the spread of the essential principles of Wellbeing Literacy. The goal for the HOPE leader is to develop a personal practice in building wellbeing capabilities for themselves and then inspire others to do the same. (Wellbeing Agency).

They seek to sow the seeds of potential in others, this is how they measure their IMPACT.

The model of IMPACT provides the “ways of **BEing**” for our HOPE leaders. It is a framework to support the implementation process within their unique sporting context. IMPACT has been chosen because the concepts within it create the agency (passion, power and purpose) required for a HOPE leader to “live” their work and transform others, in the hope of growing a team of people to support improving wellbeing, engagement and adaptability for all members of a community.

The **IMPACT** acronym has two purposes:

- It reminds us how important it is to know our “IMPACT” – it keeps us looking out for the positive change happening around us. Noticing and Recording.
- Helps to guide the development of the knowledge, skills, processes and behaviours for creating transformation in themselves and others

IMPACT

Be Inspiring (share stories of success) - inspiring others through story

Be a Mentor (autonomous supportive coaching) - a process to help build capacity in self and others – strengths-based approach

Be Purposeful – (work is driven by passion and purpose) - have a clear “why” in mind for every program, project or process undertaken – it helps to define impact and how it might be measured.

Work with Agency – (a self-determined approach) Learning, Living and Leading the building of wellbeing literacy in self and seeding this potential in others

Be Collaborative - (other people matter) – Together we achieve more

Be Trustworthy– (consistent) – be consistent over time.



The Lighthouse is a symbol of HOPE and it is one we use to promote our HOPE Leaders

- **Direction** – towards optimal wellbeing
- **Light** – energising our sports and community
- **Safety** – wellbeing and engagement

The HOPE Leader role will continue to develop as they are invited to participate in a Community of Practice. Here they will share their stories of success, the challenges they need to overcome, but most importantly they get to participate in generalised reciprocity. This is where they are encouraged to seek help and get the opportunity to help and support other HOPE Leaders. This cross pollination enables the big potential of collective efficacy to be realised, as we have learnt from our experience that, as Aristotle famously said, “the whole is greater than the sum of the parts.”

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