

# The Youldon Group Profile – Sport, Fitness and Recreation Organizational Development

## **RELEVANT WORK HISTORY**

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- Manager, Fitness Canada Funding Contributions Program responsible for funding guidelines, processes and selection and all national sport, fitness and recreation organizations in receipt of Fitness Canada funding.
- Manager, Leadership Development Programs, Fitness Canada, chairing many national committees with representation from industry, national organizations and provincial governments.
- Manager, Skills Program for Sport and Recreation Management Volunteers, Fitness and Amateur Sport, Health Canada.
- Board Member for many national sports, recreation organizations: Canada's Fit Week, Bureau for Active Living, and the Canadian Fitness and Lifestyle Research Institute.

## **EXPERIENCES, INTERVENTIONS AND DELIVERABLES**

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### **Strategy and Stakeholder Engagement**

- Co-designed and coordinated a national “*Blueprint for Action*” for the development of sport, recreation and fitness leaders across Canada.
- Designed and presented an elite athlete development model to the Ontario Ringette Association based on the “*Own the Podium*” system alignment thinking, Long Term Athlete Development Model and a Ringette Canada initiative known as La Releve to enhance training for Canada Games ringette athletes.
- Write a regular coaches blog ([www.myringetteteteam.com](http://www.myringetteteteam.com)) to help them overcome the challenges of coaching ringette.

### **Group Planning and Facilitation**

- Led a process to assist the executives and the 25 trainers of the Fitness Ontario Leadership Program to determine a new strategic direction.

- Selected by the Assistant Deputy Minister, Fitness and Amateur Sport, to facilitate a process with 20 people from the boards of directors for three national leadership development organizations facing funding cuts.
- Using the *World Café* method, engaged fitness leaders of the Carleton University, Department of Athletics and Recreation, in “*conversations that matter*” to determine the factors influencing success and what fitness leaders can do to make a difference.
- Master Trainer for the Fitness Ontario Leadership Program, designing and delivering fitness leadership workshops across Ontario using adult education principles, inspired by Dorothy Strachan.
- Designed and led a planning and visioning exercise with the Nepean Hotspurs Soccer Club Board of Directors and senior staff to build consensus, define core strengths, and to set priorities for action.
- At the request of the Assistant Deputy Minister, Pensions and Benefits Sector, Treasury Board Secretariat, Federal Government, designed and facilitated a strategic planning process for the senior management team.
- Following a need assessment of developing Ringette coaches designed and led three workshops with written handouts to improve core competencies, enhance role confidence, and build a coaching community.
- Created and facilitated two conferences with over 150 ringette coaches employing poster presentations, expert speakers, interactive *World Café* conversations, and an athlete panel with questions and answers in talk-show format.
- Prepared a proposal for the Nepean Ringette Association (currently under review) to act as the new “*Club Head Coach*” to create an apprentice program for new coaches, develop an athlete 10-year roadmap, and to develop foundation skill manuals for coaches.

## **Program Evaluation**

- Designed and wrote an evaluation study of ParticipACTION for the Program Evaluation Division of Health Canada.
- Co-authored a review of the Steering Committee of the National Strategy to Reduce Tobacco Use in Canada.
- Co-authored an evaluation study of the National Strategy for the Integration of Persons With Disabilities with respect to physical activity initiatives.

## Qualifications

- Active member and in pursuit of certification with the *International Association of Facilitators*
- Level 3 Coach (national calibre), Ringette
- Competition Introduction: National Coaching Certification Program (NCCP), Certification Evaluator (Ringette)
- 18 years of Coaching Experience in Ringette, Current Head Coach of the Gloucester Devils in the National Ringette League
- Provincial Coach of the Year, 2005, Ontario Ringette Association
- Honours Kinesiology Degree, University of Waterloo
- Masters in Business Administration (MBA), University of Ottawa
- Working capability in French – oral and written