

scottishathletics



Saturday 28th October 2023

Hilton Hotel, Glasgow

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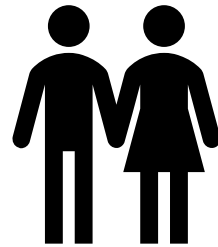
A close-up portrait of David Fallon, a bald man with a light beard and mustache, wearing a blue collared shirt. He is smiling slightly and looking directly at the camera. The background is a blurred outdoor setting with greenery and buildings.

David Fallon
Head of Development
scottishathletics

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Conference Information



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Conference Information

WIFI

Network: Hilton Honors

Promotional Code: honors

#NCC2023

#SALtogether



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Today's Delegation



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Chairperson
President

Welfare Officer

LiRF

Club

Club Manager

Secretary Athlete

member

Coach

Events Manager

Vice Chair

Membership Secretary

Club Development Officer

Trustee

Young People's Representative

Treasurer

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Partners



Sponsors



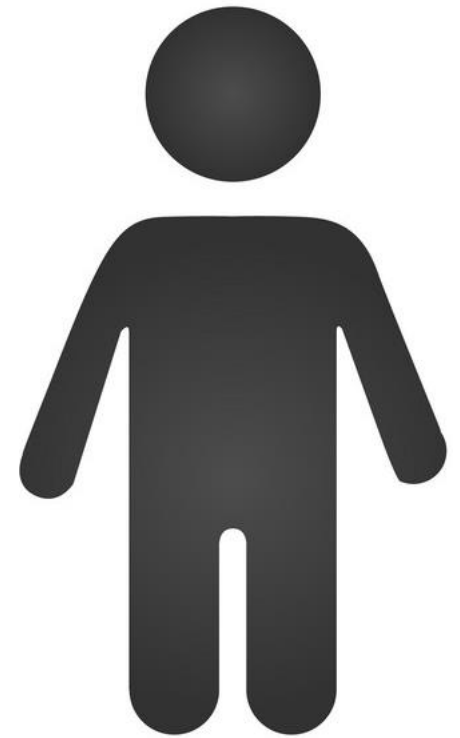
Conference Information

Time				
08:45 – 09:30	Networking Exhibition area open			
09:30 – 09:45	Welcome & Introduction John Rodger, President, scottishathletics David Fallon, Head of Development, scottishathletics			
09:45 – 10:45	Keynote Presentation: The Power of People James Stewart			
Workshops – Session One				
10:50 – 11:35	SAMH, Shettleston Harriers, & Springburn Harriers	Cumbernauld AAC	Bellahouston Road Runners	Corstorphine AAC
Refreshment Break				
Workshops – Session Two				
11:50 – 12:35	SAMH, Shettleston Harriers, & Springburn Harriers	Cumbernauld AAC	Bellahouston Road Runners	Corstorphine AAC
12:40 – 13:00	Building a Culture of Success - #SALtogether Colin Hutchison, Chief Executive Officer, scottishathletics			
Lunch				
13:50 – 14:50	Roundtable Discussions <ol style="list-style-type: none"> 1. scottishathletics Community Impact Team: Introduction to the Team & Work 2. #OnTheRightTrack: Why We Do What We Do 3. Athletics Trust Scotland: Transforming Lives, Increasing Representation 4. ATS Young People’s Forum: How to Involve Young People 5. Club Development Consultancy: Role Specific Training – An Introduction 6. scottishathletics Performance Team: Regional Development Days 			
Workshops – Session Three				
14:55 – 15:40	SAMH, Shettleston Harriers, & Springburn Harriers	Cumbernauld AAC	Bellahouston Road Runners	Corstorphine AAC
Refreshment Break				
16:00 – 16:30	Zoey Clark Q&A David Ovens, Chair, scottishathletics			
16:30 – 16:40	Summary & Close David Fallon, Head of Development, scottishathletics			
16:40 – 17:00	Networking Exhibition area open			



**Higher
or
Faster**

**Lower
or
Slower**





Laura Muir won European Indoor 1500m **GOLD** earlier this year,
Is Laura's medal tally **HIGHER** or **LOWER** than 12?...

HIGHER!



Answer: 13




Several Scottish athletes attended the World Indoor
Championships this year in **Budapest**
Was the number of Scot's higher or lower than 9...

WORLD ATHLETICS
CHAMPIONSHIPS
BUDAPEST 23

LOWER!



Answer: **8**

A male athlete with a beard and short hair, wearing a blue and white striped athletic top with 'BRITAIN' visible, is smiling and holding a large Union Jack flag behind his back. He is wearing a gold medal around his neck. The background shows a stadium with bright lights.

Josh Kerr won 1500m **GOLD** at the World Championships this year
in Budapest
Was his race faster or slower than **3:30.00**

FASTER!



Answer:
3:29:38


A photograph of Jemma Reekie, a Scottish athlete, smiling and pointing upwards. She is wearing a light blue and green athletic singlet. The background is a blurred crowd of spectators.

Jemma Reekie placed 5th in her 2023 World Athletics Championships Women's 800 metres race.
Was her race faster or slower than **1:58**

FASTER!



Answer: 1:57:72

A photograph of a male athlete, Ben Sandilands, celebrating a victory. He is wearing a blue and white striped singlet and has the Union Jack flag draped over his shoulders. He has a determined and joyful expression, with his mouth open as if shouting or cheering. The background is a blurred stadium filled with spectators.

Ben Sandilands won **GOLD** at his T20 1500m race at the World Para-Athletics Championships in Paris
Was it faster or slower than **3:54**

FASTER!



Answer: **3:52:42**

A photograph of Sammi Kinghorn, a Paralympic athlete, celebrating in a wheelchair. She is wearing a white and black cycling helmet and a blue and white athletic top. She has her right arm raised, holding a black object, possibly a medal or a small trophy. The background is a blurred stadium setting with other athletes and spectators.

Sammi Kinghorn performed exceptionally well at the World Para-Athletics Championships 2023 **winning 4 medals!**
Was her T53 100m **GOLD** medal time faster or slower 15:85

SLOWER!



Answer: **15:93**



Was her T53 400m **SILVER** medal time faster or slower than 54:50

FASTER!



Answer: 52:53

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Was her T53 800m **SILVER** medal time faster or slower than 1:43:98

SLOWER!



Answer: 1:44:98

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Maria Lyle won **BRONZE** at her T35 100m race at the World Para-Athletics Championships in Paris
Was her time faster or slower the **15:03**

FASTER!



Answer: 14:76

The Commonwealth Youth Games 2023 saw an outstanding performance from Scottish Athletes this year, including the first ever Scottish Para Athlete to compete in this event. Were the take home medals for Scotland this year higher or lower than 1



HIGHER!



Answer: 2

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A number of Scots were named for the **European Team Champs** with 3 of them making their first Senior GB and NI Vests!
Was the number of Scot's named for the European Team Champs higher or lower than **6**

LOWER!



Answer: 5

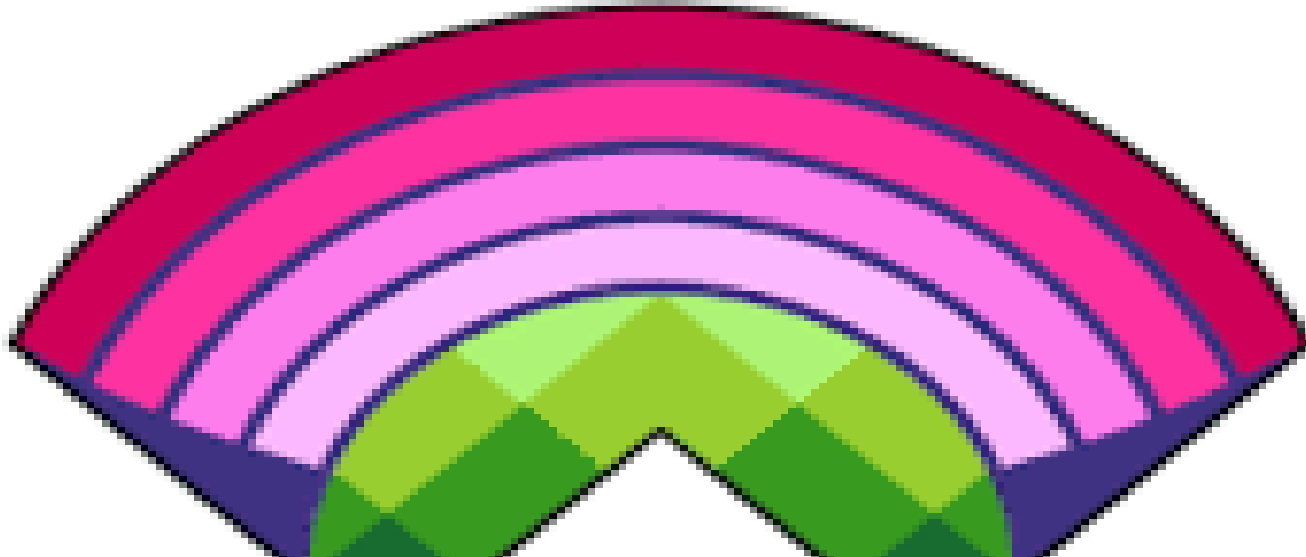
In honour of **Eric Liddell** 100-year celebration of his Paris 1924
Achievements

Was the distance he ran higher or lower than **100m**

HIGHER!



Answer: **400m**



In honour of the 2024 World Indoor Athletics Championships
Glasgow 2024

Is the number of events in total higher or lower than 14

WORLD
INDOOR C
GLAS

ATHLETICS
PIONSHIPS
)W 24

LOWER!




Answer: 13

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Is the number of times the **WIAC** has been hosted in **Britain** (including 2024) higher or lower than **2**

HIGHER!



Answer: 3



We are bringing together more than **650 athletes** to this competition
Is the number of countries competing higher or lower than **120**

HIGHER!




Answer: 130



Scotland's four top men at 1500m – Chris O'Hare, Josh Kerr, Jake Wightman and Neil Gourley have landed a clutch of international medals
Is it now higher or lower than 10

HIGHER!




Answer: 11



Is Laura Muir's PB in 800m race faster or slower than 1:55.73

SLOWER!



Answer: 1:56:73



Earlier this year in the Berlin Half Marathon **Eilish McColgan** smashes her own British Half Marathon Record cutting it by 43 seconds

Was her Berlin Half Marathon faster or slower than **1:06:07**

FASTER!



Answer: 1:05:43



As **Eilidh** is also often referred to as one of Scotland's most decorated athletes, Is the number of medals Eilidh has won at Major Championships including the Commonwealth and Olympic titles higher or lower than **16**

HIGHER!



Answer: 17

Zoey Clark joins us later today for the Q& A and we are excited to hear more from her!

In Zoey's career so far is the number of medals she has won at Major Championships higher or lower than **8**

LOWER!



Answer: 7



John Rodger
President
scottishathletics

#SALbelong

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The Power of People

YOUNG PEOPLE'S FORUM

scottishathletics
Athletics Trust
Scotland



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Club Leaders Academy Cohort 4 (2023/2024)



LEADERSHIP DEVELOPMENT

- How to lead with impact.
- Communication and managing conflict.
- Resilience.
- Motivation.
- Conflict Management.
- Culture.
- Creating a successful team.



CLUB/BUSINESS DEVELOPMENT

- Legal structures, charitable status, and gift aid.
- What does a well-governed club look like? Making committees work for you.
- Financial management & planning.
- Marketing your club.
- Funding and fundraising.
- Community asset transfers.

COMMUNITY IMPACT AND RESPONSIBILITY

- An introduction to the 'changing lives mindset' & #OnTheRightTrack.
- Community Impact – what is it? & learning from the SA Community Impact Team.
- An introduction to Athletics Trust Scotland.
- The importance of young people (collaboration with the ATSYPPF).
- Community champions and partners – a chance to hear from underrepresented groups and our diversity partners.

Residential Launch

24th & 25th
November 2023
(in-person)

Session 1

January 2024
(in-person)

Session 2

February 2024
(online)

Session 3

March 2024
(in-person)

Session 6

October 2024
(in-person)

Session 5

September 2024
(online)

Mid Point Get Together

July 2024
(in-person)

Session 4

May 2024
(online)

Session 7

November 2024
(online)

Club Leaders Academy Graduation & Celebration Event

6th December 2024
(in-person)

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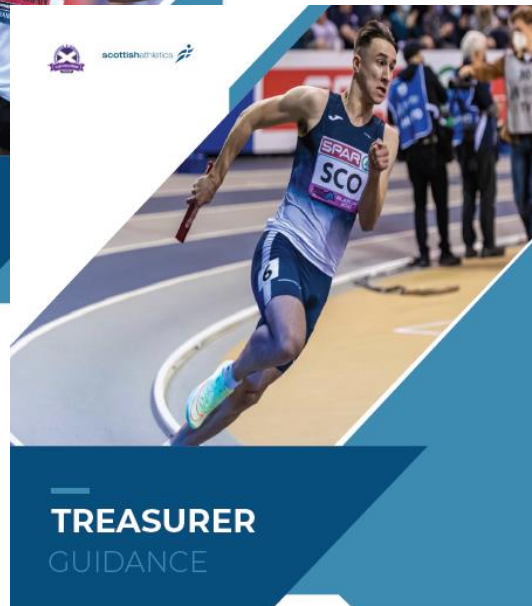
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Club Committee Member Role Specific Training



GUIDANCE FOR LEADING
A SUCCESSFUL ATHLETICS CLUB

www.scottishathletics.org.uk



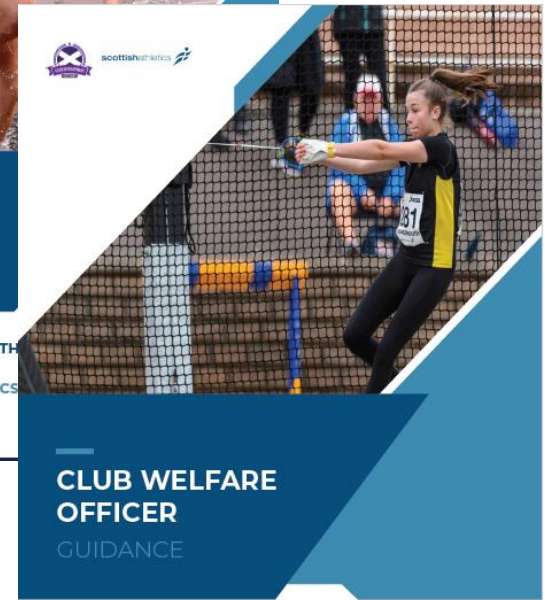
GUIDANCE FOR MANAGING
THE FINANCES
OF A SUCCESSFUL ATHLETICS CLUB

www.scottishathletics.org.uk



GUIDANCE FOR ENSURING THE
SMOOTH RUNNING
OF A SUCCESSFUL ATHLETICS CLUB

www.scottishathletics.org.uk



GUIDANCE FOR PROTECTING THE
WELFARE OF MEMBERS
OF A SUCCESSFUL ATHLETICS CLUB

www.scottishathletics.org

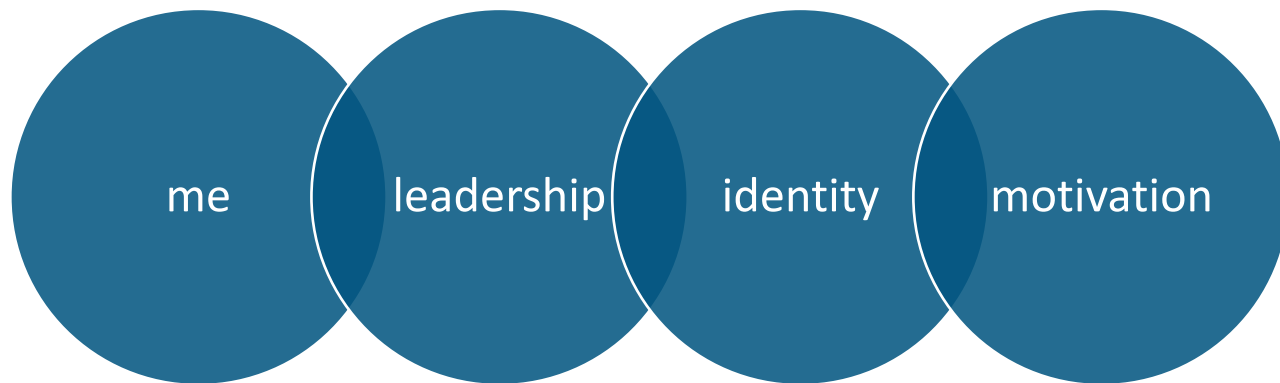
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the power of people
james stewart

the power of us people
you, me, we

what will we cover today



who is james stewart



- Scotland 100k: 2016, 2019
- GB&NI 24 Hour: 2017, 2018, 2019 & 2022
- European Champs Silver Medal: 2018
- West Highland Way Win: 2016
- Rocky Raccoon 100 Win: 2017
- FKT on John Muir Way: 2020
- FKT on Fife Coastal Path: 2021
- 15th in Madrid Marathon: 2019
- 29th in Toronto Marathon: 2023

who is james stewart

- Got sacked early in my career
- Worked in banking with TSB, Lloyds, HBOS & TSB
- Moved to Sky in 2013
- And now with eBay

- Music & Audio Production
- Social Sciences with Languages
- Creative Writing

- Had roles as mortgage advisor
- Operational admin
- IT support
- Business Analyst
- Project and Programme Management
- Head of Live Operations
- Head of Planning
- Head of Learning Experience
- Director of Solutions

before we start

How vulnerable are
you going to be
today?

How much do you
care about the
experience of others
here?

How much do you
care about the
outcomes for your
athletes?

the one thing

draw just one thing
you want to walk
away from today
with

but there is a catch

who leads in this room

we all do
it's our privilege
and it changes lives

what is your brand

who

what

where

why

motivating yourself and others



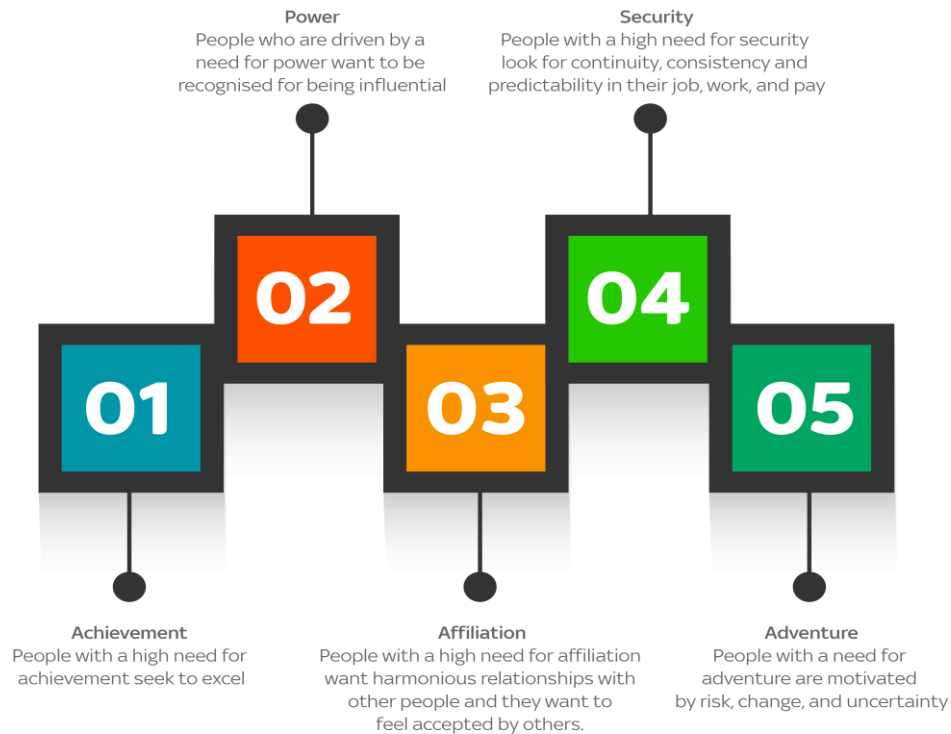
but first two stories

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Yes I just might try
her.
How she made me feel
Today, today today.
Feels right

but first two stories

what motivates you



how are we motivated

Things you might enjoy...

- Praise and recognition
- Positive feedback
- Sense of purpose
- Making their own decisions and contributing ideas
- Working with like minded people
- Achieving competency

Things you might enjoy...

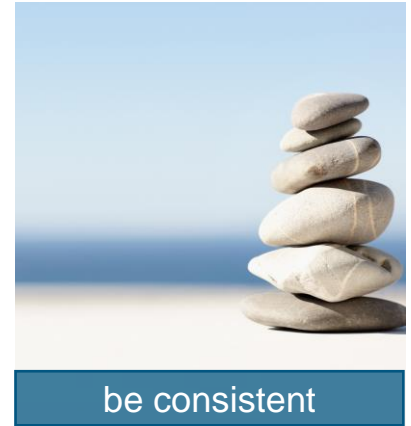
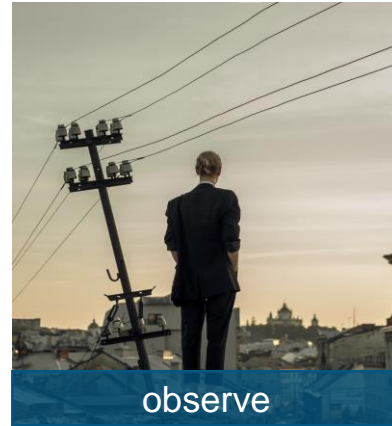
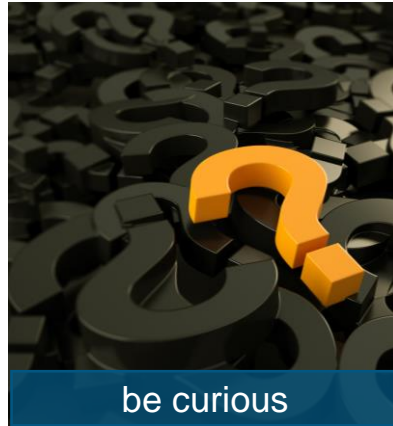
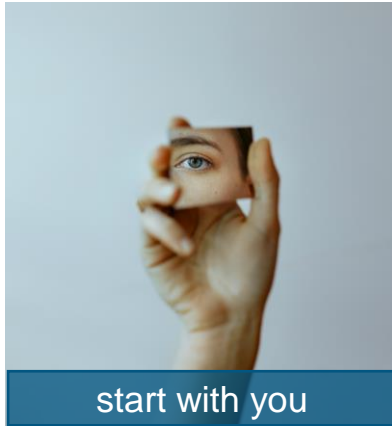
- Competition
- Coercion, demand, pressure
- Winning, beating others
- Avoiding punishment



motivating the de-motivated



motivating the de-motivated



improving motivation

Intrinsic Motivation

Comes from inside.

It is often described as a feeling which is linked to completing/doing a task or job which is interesting and provides fulfillment and happiness. You want to repeat this over and over as it feels good makes you smile in admiration of your work the rewards you get are internally recognised.

How can I improve intrinsic motivation?

- Discover your passion and align it to what you do, when you are passionate and have a purpose you are motivated to do it.
- Create a personal challenge
- Make it a competition so you will be able to achieve it
- Always be curious and go for things you want not what others want for you.
- Be accountable speak to your leader and share your progress.
- Be grateful, practice gratitude and be thankful for what you have.

Extrinsic Motivation

Comes from outside factors.

It is often described as a way to get a reward or a way to avoid punishment and might not always be enjoyable. You will continue to complete a task for your own gain such as praise, rewards, trophies, money, safety, winning/success or to avoid risk and or pain.

How can I improve extrinsic motivation?

- Healthy team competition
- Set team targets to aim for which are achievable
- Set individual targets to aim for which are achievable
- League tables
- Ensure there are levels of enjoyment in succeeding
- Build up self esteem by encouraging intrinsic motivators

final ask

be an amplifier



Workshop Session 1

SAMH, Shettleston Harriers & Springburn Harriers

Bellahouston Road Runners

Corstorphine AAC

Cumbernauld AAC

Refreshment Break





Workshop Session 2

SAMH, Shettleston Harriers & Springburn Harriers

Bellahouston Road Runners

Corstorphine AAC

Cumbernauld AAC

A portrait of Colin Hutchison, a man with short brown hair and a light beard, smiling. He is wearing a blue polo shirt. The background is a blurred outdoor setting.

Colin Hutchison
Chief Executive Officer
scottishathletics

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Building a Culture of Success

#SALtogether

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Building a Culture of Success

A strategy for athletics in Scotland 2023-2027



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 UNITED KINGDOM ATHLETICS

 sportscotland
the national agency for sport

 Scottish Government
Riaghaidh nan eòl h-àrd
gov.scot

Everyone in Scotland will have the opportunity to participate in athletics and running and achieve their personal ambitions – facilitated by **scottishathletics**.

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KEY PILLARS OF THE STRATEGIC PLAN

The 5 Key pillars of the Strategic Plan form the strategic objectives for the sport. Leadership and strong foundations will ensure the effective implementation of the plan.

LEADERSHIP –

Provide strong leadership, sound financial management and transparent governance.

01 CLUBS & PATHWAYS

Develop and support a strong, modern and sustainable club and coaching system.

02 COMPETITION

Lead, support and influence the competition structures and pathways across all disciplines to enhance the experience for all.

03 PERFORMANCE ENVIRONMENTS

Build an integrated and transparent performance pathway that develops and supports athletes and coaches at all stages.

04 PARTNERSHIPS & COMMERCIAL

Further develop strategic partnerships and commercial relationships that support, and are aligned to, the objectives of scottishathletics.

05 COMMUNITY IMPACT & HEALTH

Widen access to athletics and running in Scotland to improve diversity in the sport and contribute towards health and wellbeing nationally.

PEOPLE –

A diverse community of skilled people is the single most important factor in delivering the strategy and therefore crucial to our success. Recruitment, support and retention will be at the heart of our work.

FOUNDATIONS –

Ensure strong foundations are in place throughout the sport through investment in people, the support of clubs, a licensed coach and official workforce and sustainable systems.

Strategic Initiatives

Evolve and deliver a series of programmes and learning opportunities that continually develop and support current and aspiring club leaders and volunteers.

Work with clubs to develop coaching structures that meet the needs of their coaches and athletes.

Increase the number of licensed coaches in athletics in Scotland and improve diversity across the workforce.

Raise the standards of coaching by supporting the education and development of all member coaches.

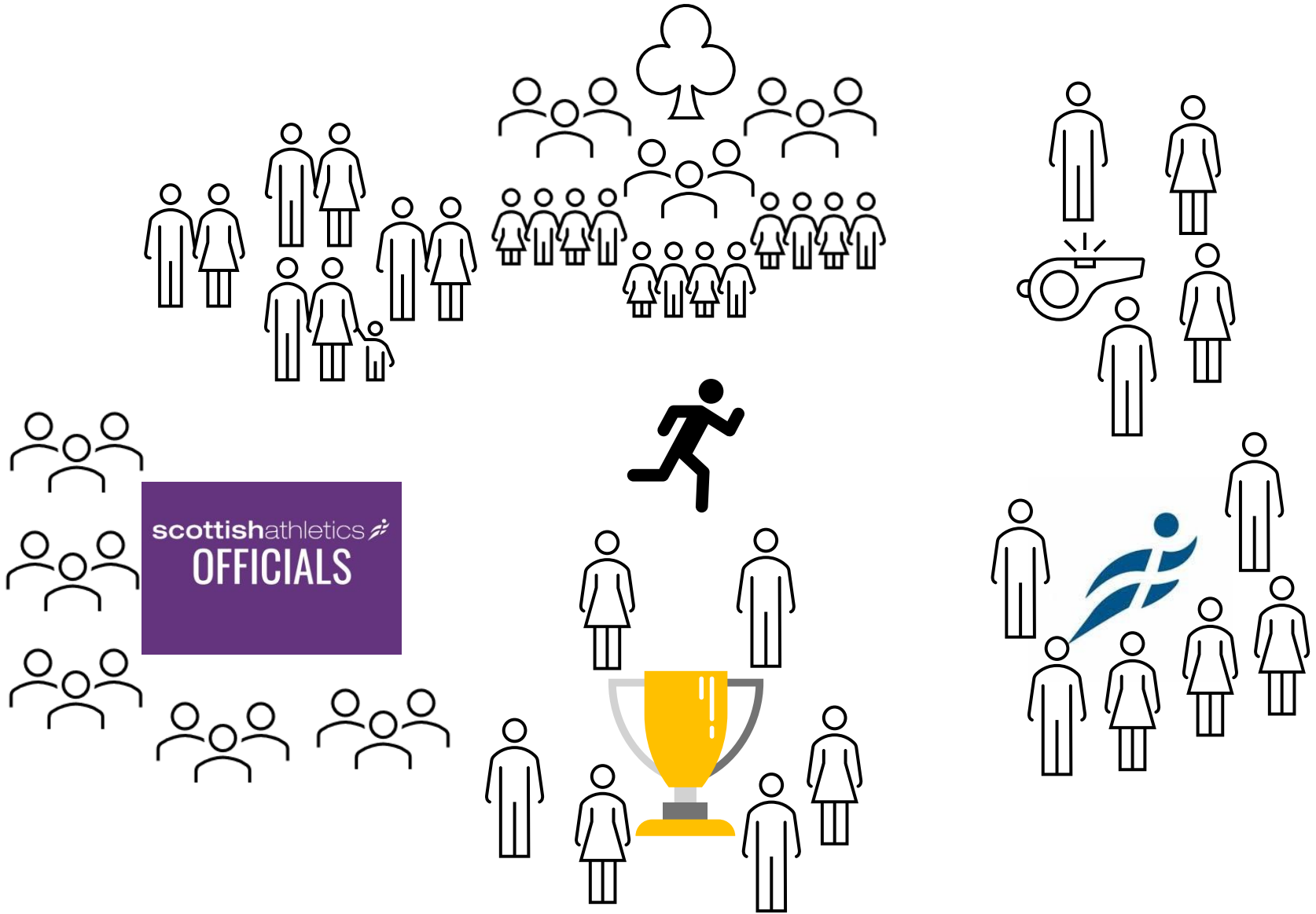
Support and influence the competition structures and pathways across all disciplines in Scotland, working with event organisers and commissions as appropriate.

Increase the number of licensed officials in athletics in Scotland and improve diversity across the workforce.

Support the education and development of officials, volunteers and event organisers.

Implement an integrated, sustainable, world class system of programmes and support that can develop athletes across all disciplines and deliver success on the international stage.

Developing coaches and leaders in underrepresented communities to create and sustain local athletics and running activity.



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Our commitments

- Investing in people
- Club support and investment
- Strategy focus groups
- #SALtogether

← Post



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STAY UP TO DATE

[#SALtogether](#)

What a week: [#LindsaysXC](#), YPF, [#ScottishSportsAwards23](#), Hill running, WCP, Conference, [@lauramuirruns](#) [@wicglasgow24](#), [#4Jawards](#) Unmissable!

scottishathletics.org.uk/news/

[@SALChiefExec](#) [@OvensDavid](#) [@SALDevelopment](#)

[@GraemeWFJack](#) [@AthTrustScot](#) [@leslie_roy1](#)



6:44 PM · Oct 27, 2023 · 730 Views



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Lunch





Roundtable Discussions



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Roundtable Discussions

Format

- 3 x 20min chats

Topics

- **scottishathletics Community Impact Team: Introduction to the Team & Work**
- **#OnTheRightTrack: Why We Do What We Do**
- **Athletics Trust Scotland: Transforming Lives, Increasing Representation**
- **ATS Young People's Forum: How to Involve Young People**
- **Club Development Consultancy: Role Specific Training – An Introduction**
- **scottishathletics Performance Team: Regional Development Days**



Workshop Session 3

SAMH, Shettleston Harriers & Springburn Harriers

Bellahouston Road Runners

Corstorphine AAC

Cumbernauld AAC

Refreshment Break





David Ovens
Chair
scottishathletics



Zoey Clark
Olympian
Multiple Medallist

Fireside Chat

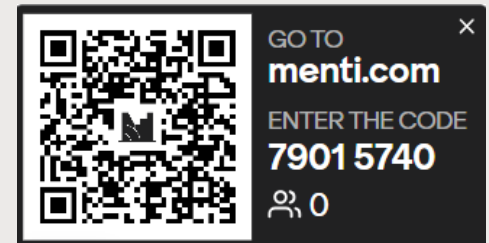
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Summary

- Overview and reflections
- Thank you!
- Awards
- Networking
- Feedback



Parking code:

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