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Project Name	AN ATHLETE TODAY A LEADER TOMORROW	Workshop report
Programme	Erasmus + Sport	WS 1 ZAGREB
Project Number	10118467	WS 2 POZNAN WS 3 SMEDEREVO

HIGHLIGHTS

Workshop 1 – Zagreb (26–29 June 2025)

Key Highlights:

- *Women's Empowerment through Sport* – core module introducing leadership concepts for young female athletes.
- Development of the **Annual Training Plan** with practical tools for planning training cycles.
- **Lead the Game** session – decision-making, communication, and team leadership skills.
- **Marketing in Sports Organizations** – building visibility, promotion techniques, club branding.
- Group work, peer-to-peer learning, and structured Q&A sessions.
- Establishment of the **transnational ATLT community** (HR-PL-RS).
- First step in building confidence and leadership identity among participants.

Workshop 2 – Poznań (4–7 September 2025)

Key Highlights:

- Practical **coaching sessions with children**, integrating leadership and pedagogical methods.





- *Women's Empowerment through Sport* – advanced continuation of Zagreb module.
- **Sports Marketing Deep Dive** – content strategy, visibility, digital communication.
- Hands-on module: *Annual Training Program / Coach Skills / Training Practice*.
- Team building and international collaboration through group activities.
- Presentation of **Lead the Game** guide and applying leadership tools in real scenarios.
- Strengthened cooperation among clubs and coaches from all partner countries.

Workshop 3 – Smederevo (4–7 November 2025)

Key Highlights:

- Introduction to **Digital Platforms & Membership Management Systems** for modern sports clubs.
- *Sports Club Management Essentials* – governance, planning, volunteer coordination, administration.
- Revisiting and updating the **Annual Training Program** with practical demonstrations.
- *Marketing & Visibility Strategies* tailored to small and medium sports clubs.
- Creative group tasks: designing club identities, events, and community engagement plans.
- Cultural exchange & strengthening international ATLT network.
- Final consolidation of knowledge and preparation for leadership roles within clubs.

OVERALL PROJECT-WIDE HIGHLIGHTS

-  Empowered 39 **young female athletes** across 3 countries.
-  Built a strong **international network of women leaders in sport**.
-  Developed practical tools for training, coaching, leadership, and club management.
-  Created sustainable pathways for future collaboration between clubs in Croatia, Poland, and Serbia.

CHALLENGES

Differences in Participants' Experience Levels

- Participants had **varying levels of leadership, coaching, and sport experience**, which sometimes required adjusting the pace of learning.
- Practical training sessions highlighted differences between younger and more experienced athletes.
- Teamwork exercises revealed diverse **communication styles** across countries.

Language and Intercultural Communication

- English was the working language, but several participants felt **less confident**, requiring extra explanations or slower facilitation.

- Facilitators had to invest additional time in ensuring **clarity and inclusiveness** in all tasks.

Intensity of the Programme

- Combining **theory + practical sport sessions** in a single day was challenging for younger participants.
- Requests were made for more interactive formats during leadership modules.

Varied Expectations of Participants

- Some participants preferred **more practical training and additional focus on coaching skills**, on the other hand and some participants asked for **more marketing case studies**.

Coordination Between Partner Organizations

- Consistent communication was necessary to synchronize workshop content, and training modules. Ensuring a **uniform quality standard** across all three workshops demanded ongoing adjustments.

Maintaining Motivation and Engagement

- Multi-day workshops made it challenging for some younger athletes to maintain full attention during theoretical sessions. Group work tended to be more effective in the afternoon after practical warm-ups.

Conclusion

Despite these challenges, all three ATLT workshops were successfully implemented. Challenges were effectively managed through:

flexible scheduling
adaptive facilitation
strong partner communication
continuous support for participants.

These solutions strengthened cooperation, improved participant engagement, and contributed to the successful achievement of ATLT project objectives.

STATUS UPDATES



Deliverable	Notes
Workshop 1 Zagreb	<p>The first ATLT workshop, held in Zagreb, was highly successful and marked a strong beginning of the project’s learning cycle. A total of 14 participants and 5 expert lecturers engaged in an intensive four-day programme combining leadership, sport management, and practical skill development.</p> <p>The workshop introduced participants to several key tools and methodologies essential for strengthening the role of young women in sport:</p> <p style="text-align: center;">Lead the Game – Leadership & Communication Tool</p> <p>Participants learned how to take initiative, make confident decisions, communicate effectively in teams, and manage challenging situations both on and off the field.</p> <p style="text-align: center;">Sports Marketing Module</p> <p>This session provided practical insights on how sports clubs can build visibility, communicate with their communities, and create a recognizable brand. Participants practiced developing promotional messages and identifying key target groups.</p> <p style="text-align: center;">Training Skills & Annual Planning</p> <p>Lecturers presented methods for structuring training cycles, planning sessions, and improving coaching effectiveness. Young athletes practiced designing simple training units and understanding long-term sport development processes.</p> <p style="text-align: center;">Psychological Skills Workshop</p> <p>A dedicated session focused on the psychological aspect of sport and leadership. Participants explored topics such as:</p> <ul style="list-style-type: none"> ● emotional regulation ● confidence-building ● stress management ● motivation techniques <p>They engaged in reflective exercises and learned how psychological readiness supports both athletic and leadership performance.</p>

Overall Impact

The Zagreb workshop successfully created a supportive environment where participants felt encouraged to express ideas, work collaboratively, and build their leadership identity.

The combination of theory, practice, and psychological development proved highly effective in motivating young women to take on more active and responsible roles within their sport.

The strong engagement of all 14 participants, the expertise of 5 lecturers, and the quality of the tools presented confirm that the workshop achieved its intended goals and set a solid foundation for the next phases of the ATLT project.

The second ATLT workshop, held in Poznań, brought together **19 participants** and placed a strong emphasis on **practical application, hands-on learning, and real-world leadership experiences**. Building on the foundation established in Zagreb, this workshop enabled participants to step into more active roles as coaches, leaders, and decision-makers within a sports environment.

From Theory to Practice – Leading Training Sessions for Children

After completing a series of educational modules in leadership, coaching methodology, and communication, the participants worked in small groups to **design and deliver a full training session for children** from the local taekwondo club.

They were responsible for:

- planning the structure of the session
- preparing warm-up, technical content, and drills
 - ensuring safe and engaging practice
- leading the training independently under the supervision of experts

This hands-on approach significantly increased their confidence and practical leadership skills.

Building a Sports Club from Scratch – Governance, Structure, Identity

Workshop 2 Poznan

One of the most impactful activities was the strategic workshop where participants had to **create their own sports club from the ground up and make a public presentation.**

Each group developed:

- the club's governance structure
- roles and responsibilities within the management
 - club name, identity, and core values
- marketing and communication strategies
 - community engagement plans

This exercise encouraged creativity, teamwork, and critical thinking, while also helping participants understand how sports organizations operate behind the scenes.

Strengthened Leadership and Coaching Competencies

Throughout the workshop, participants practiced:

- decision-making under pressure
 - group management skills
- communication with young athletes
- public speaking and instruction-giving
 - collaborative problem solving

Lecturers guided them through real-life scenarios, providing feedback and mentorship.

Overall Impact

The Poznań workshop was a dynamic and highly engaging learning experience that allowed participants to **step into real leadership roles.** The combination of practical coaching tasks, strategic club-building exercises, and teamwork projects resulted in a deeper understanding of sports management and leadership responsibilities.

All **19 participants** demonstrated remarkable creativity, initiative, and growth. Their ability to lead children's training sessions and conceptualize fully functional sports clubs shows a significant increase in confidence, competence, and readiness to take on greater roles within their sport.

The workshop successfully fulfilled its goals and represented a meaningful step forward in empowering young women to become future leaders in sports organizations.

The final ATLT workshop, held in Smederevo, successfully completed the project's educational cycle by integrating all previously learned skills and offering participants an opportunity to demonstrate their progress. As the concluding event of the ATLT programme, the workshop provided a comprehensive mix of practical leadership experiences, personal reflection, and future career orientation within the sports sector.

Practical Demonstration of Coaching Skills

Building on the experiences from Zagreb and Poznań, participants once again took on the role of coaches and **designed complete training sessions for different age groups.**

They were responsible for:

- adapting exercises to various developmental stages
 - planning age-appropriate drills
 - managing group dynamics
- ensuring safety and maintaining motivation

This repeated coaching practice allowed them to refine their skills, gain confidence, and showcase their ability to lead athletes independently.

Identifying Leadership Roles in Sport – Self-Assessment & Future Pathways

A key component of the Smederevo workshop was a guided reflection activity in which participants were encouraged to identify **where they see themselves within the sports ecosystem.**

They explored potential pathways such as:

- **coaching**
- **club management and governing bodies**
 - **refereeing and officiating**
- **event organization and sport administration**

The results showed clear trends:

Most participants expressed a strong preference for becoming coaches, motivated by their passion for working directly with athletes.

A smaller but significant group indicated interest in **engaging in club governance**, contributing to administrative decision-making and long-term planning.

Several participants also recognized the importance of officiating roles, expressing curiosity about refereeing and fair-play oversight.

Completion of the ATLT Learning Journey

The Smederevo workshop served as a meaningful conclusion to the project, allowing participants to:

- connect all elements learned throughout the year
- demonstrate improved confidence and leadership maturity
 - exchange experiences across three countries
 - strengthen the international ATLT network

Participants left the workshop with a clearer understanding of their strengths, preferred pathways, and future roles within sport.

NEXT STEPS

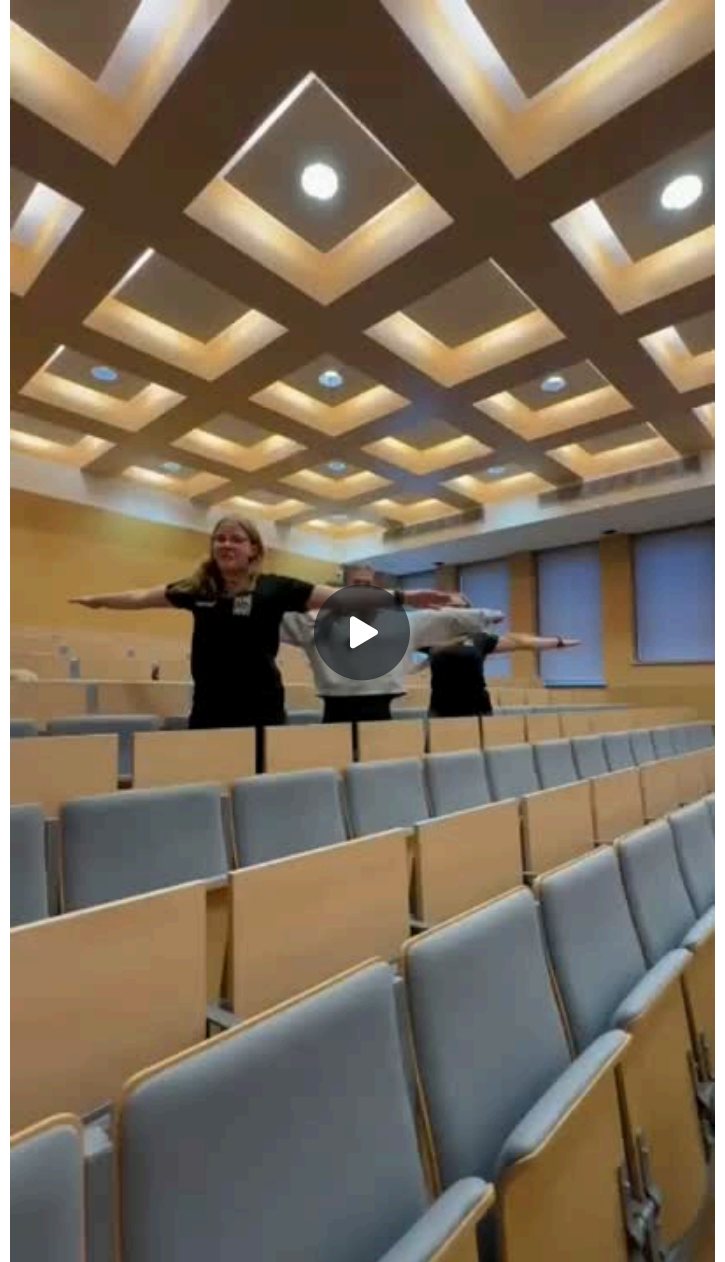
Action Items

Task	Task Owner
Expand the ATLT network by engaging additional European clubs and creating new training opportunities for young women in leadership, coaching, and sport governance.	All ATLT partners
Develop digital training modules and an online platform to ensure long-term access to educational materials and to support continuous learning after the project - plan for the new Erasmus + Sport project	TKSS & AZS AWF
Establish a mentorship programme that connects experienced coaches and sports leaders with young female athletes to further support their career development.	All ATLT partners

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Photos and videos from workshops



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OLIMPIJSKI • AŠA AWF POZNAŃ • TAKWIMOWO

LIBEHA ZWIEZDA SREBERNA
TK

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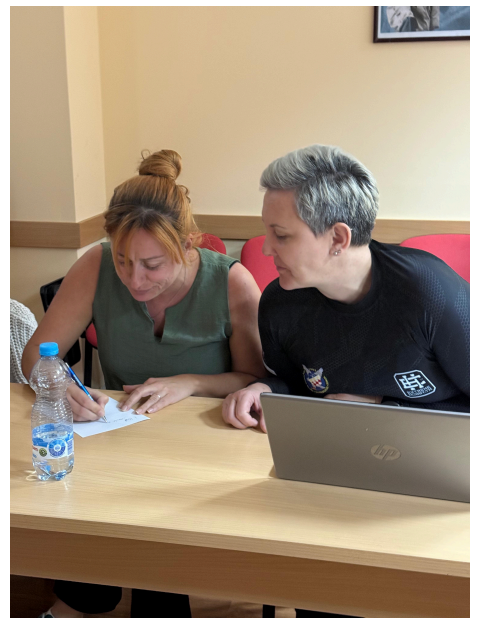
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Taekwondo mirror

Our own training

Warm up: (10 min)

- Wolf and sheep game
- Two groups tag game on time

Main part (30 min - 45 min)

- Stretching (Everyone shows an exercise)
- Central of the leg while holding a leg
- Mirror, Taekwondo Mirror Game
- Basic techniques in columns (kicks, blocks, punch)

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TK JUGOSLAVIJA
together we are stronger

groups:

- kindergarten
- school
- recreative
- veterans
- competitive

1945.

EX-JU OPEN

We're back again,
let's see who's the best.

special needs (autistic, ADHD)

sponsor - ADIDAS

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LOGO

kids physically competition for kids

showcase for kids in the kindergarten

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FACEBOOK, INSTAGRAM - advertisement
free event in kindergarten

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