



# Swedish Sport for Development Accelerator Programme

## Practitioner Accelerator - Overview, Principles and Application Guidelines

## Practitioner Accelerator Overview

The Practitioner Accelerator is one of the Key components of the Sport for Development Accelerator Programme that Laureus Sport for Good has launched in partnership with the Svenska Postkod Stiftelsen. This is a free, 12-month package of bespoke training and consultancy designed to support and strengthen a small group of up to 8 selected Sport for Development Organisations in Sweden.

The support package will be co-defined with the organisation, based on their needs and priorities, and providers will be sourced from across and beyond the Laureus Sport for Good and Svenska Postkodstiftelsen network to ensure high quality and relevant inputs.

The aim of the programme is to help organisations make concrete improvements in the areas they feel are critical to their progression, and as a result become stronger, more confident, more effective, and better ready for growth and investment.

## Principles

We have designed this programme using six principles to help ensure activities are genuinely collaborative and in service of the Swedish Sport for Development movement:

1. **Trust** - we trust in the expertise of practitioners, and their knowledge about their communities and the sector. The programme will listen to practitioners and provide support that responds to their needs and vision for the future.
2. **Respect** - we respect practitioners' time and the myriad pressures they face. The programme will minimise unnecessary paperwork, be human in our processes, be transparent about decisions, and design activities that respect practical constraints.
3. **Partnership and potential** - we believe in equitable relationships and that the combination of our efforts will deliver more than the sum of our parts. We will *recruit* not select Sport for Development partners, seeking those who we can work with to unlock the most value.
4. **Quality and relevance** - We will source support that is relevant to practitioner needs and context, at a level of quality that respects a practitioner's experience and expertise.
5. **Flex and emergence** - we know that the world might change mid-way through a relationship, and that these are volatile times for Sport for Development practitioners. We will design flex into organisational development plans and leave space to respond to challenges and opportunities that emerge along the way.
6. **Momentum not gradualism** - we will not get stuck trying to define exit and sustainability before we have started. We will focus on moving forward, delivering tangible benefits with partners during the programme, and 'starting fires' that over time *could* lead to longer-term change.

## What we offer

- A **1:1 relationship** with Laureus Sport for Good. This will be maintained throughout the programme to help partners to successfully define and manage the support they receive.
- A **collaborative organisational assessment process to identify needs and opportunities** across four broad areas: organisational architecture (vision, strategy, values etc.), programme effectiveness and quality, governance and compliance, and fundraising.
- A **bespoke package of support** based on those needs and opportunities. This could include training, consultancy, or less formal advice and exchange. Support will be sourced from within the Laureus Sport for Good team, partners and wider pool of expert providers.
- **Opportunity to join a Steering Group for planned research initiative.** More information about the Steering Group will be published on our website soon.

## Recruitment criteria

We are looking for a group up to 8 organisations who:

- Are already **delivering Sport for Development activities** and are able to demonstrate impact. *This is so that partners can help to demonstrate to wider stakeholders how and why sport can be used for good.*
- Have a good **understanding** of their organisational and programming challenges and opportunities, and a clear vision of how they want to develop. *This is to ensure support can be provided that is genuinely needs-based.*
- Are **open to the idea of strengthening**, and willing to collaborate and engage with the process and people involved. *This is to help ensure support is well received and recommended changes are implemented.*
- Have a **minimum of three full time staff** and be able to commit significant time to the partnership. *This is an offer of intense support over 12 months and we would envisage engagement to be on an almost weekly basis. To maximise impact organisations must have the capacity to respond to and not be over-burdened by the level of support provided.*

## Organisations recruitment process

This process has been designed to minimise extra workload for applicants, especially in terms of submission of lengthy application forms. It also aims to help prospective partners and Laureus Sport for Good get to know each other before the programme starts, and both come to an informed decision about whether there are strong grounds for a working collaboration.

1. **Express your interest – NEW EXTENDED DEADLINE 21<sup>st</sup> June 2021 at 11.59pm**

Organisations who want to join the programme must submit a **written letter** no more than 4 pages long, OR a **“talking-head” film** no more than ten minutes long. You should try to cover the four recruitment criteria outlined in the ‘Applicants Guidelines’ table in your submission.

Please submit your application to [Sweden-SFDAccelerator@laureus.com](mailto:Sweden-SFDAccelerator@laureus.com)

2. **We’ll follow up**

If we still have questions regarding your submission, we will arrange a follow-up call.

3. **Decision – 25<sup>th</sup> June 2021**

Final decisions on recruitment will be made by Laureus Sport for Good and Svenska Postkodstiftelsen with input from a group of Swedish Sport for Development practitioners and community sport representatives.

4. **Feedback**

Places on the programme are limited, and therefore there might be organisations who want to take part who are not recruited. Every effort will be made to include them in other areas of the programme and sign post them to other sources of support. Any organisations that are not recruited to take part will be provided with open and honest feedback as to why that decision was taken.

**Applicant Guidelines**

The table below shares the recruitment criteria, and against each criteria the kind of things we would like to know about. You should try to share information about your organisation against each of the criteria, but we do not expect you to cover off every point in the second column.

| <b><i>Recruitment criteria. Organisations interesting in taking part need to...</i></b>  | <b><i>What we are interested in hearing about against each criteria...</i></b>   |
|--|--|
| <p>Already be delivering a Sport for Development programme model and be able to demonstrate impact. This is so that partners can help to demonstrate to the wider sector how and why sport can be used for good.</p>   | <ul style="list-style-type: none"> <li>- The use of sport is clear and intentional</li> <li>- Sport is combined effectively with development activities</li> <li>- The model has been clearly thought through and is based on insight from (e.g.) experience, participant feedback, and/or research.</li> <li>- There is evidence of outcomes from the programme</li> <li>- It is clear how that evidence has been gathered</li> </ul> |
| <p>Have a good understanding of their organisational and programming challenges and opportunities, and a clear vision of how they want to develop. This is to ensure support can be provided that is genuinely needs-based.</p>  | <ul style="list-style-type: none"> <li>- Can speak fluently about the strengths and weaknesses of the organisation</li> <li>- Considers a wide range of areas important for improvement or growth</li> <li>- Is clear on what the impact of strengthening will be on the effectiveness and / or impact of the organisation</li> </ul>  |
| <p>Is open to the idea of strengthening and willing to collaborate fully with the process and people involved. This is to help ensure support is well received, and recommended changes are implemented.</p>   | <ul style="list-style-type: none"> <li>- Is keen for outside input to support their development</li> <li>- If they have had non-financial support before, can share what worked and what did not</li> <li>- If they are currently receiving non-financial support, can share how would this complement that</li> </ul>   |
| <p>Have a minimum of three full time staff and is willing / able to commit senior leadership time to the partnership. This is to ensure partners can respond to and not be over-burdened by the level of support provided, and that any change is sponsored by leadership.</p> | <ul style="list-style-type: none"> <li>- The number of staff employed in full time, part time and volunteer roles.</li> <li>- The roles of team members</li> <li>- Level of experience and expertise within teams</li> <li>- How a partner would envisage working with Laureus Sport for Good day to day.</li> <li>- How decisions are made with regards organisation change and development</li> </ul>                                |