Mariners Volleyball Club

Leadership Standards

The **MVC Leadership Standards** are designed to foster an environment of excellence, integrity, and inclusivity. These standards outline the expectations for all leaders within our community, guiding them to inspire, motivate, and empower athletes, coaches and members alike. By promoting accountability, respect, and collaboration, the MVC aims to cultivate strong leaders who not only excel in their respective roles but also contribute to the personal growth and success of others. Our commitment to these principles ensures that our club remains a positive and supportive space for everyone involved, enhancing both individual and collective achievements in sport.

Personal Conduct and Integrity:

***Role Modeling**: Leaders shall exemplify positive behavior and maintain engagement with athletes during training sessions. Use of mobile devices (unless an emergency), prolonged personal conversations with co-coaches, or disengagement with athletes during training should be minimized. Dress in appropriate athletic attire as per the **MVC Attire Policy** (read **HERE**) to foster an appropriate sporting atmosphere. Wear court shoes on gym surfaces so as not to mark flooring. All drinks must have a cap on them, to avoid spillage. MVC leaders are expected to establish clear expectations with members (colleagues, BOD, staff, parents and athletes). Arrive early to training sessions to help set up the court and equipment, demonstrating commitment and teamwork. Assistance during takedown is also required. Leaders shall be aware of their social presence and influence in the community and ensure it is a constructive presence.

***Respect**: Leaders are to treat all members (staff, BOD, athletes, parents, volunteers and colleagues) with the utmost respect. Supportive behaviour towards colleagues/peers is encouraged. Foster member confidence within this MVC community. Treat members with kindness, addressing them by name where possible and encouraging their efforts. Adherence to the **Platinum Rule -** Acknowledge a shared humanity, treating others as they wish to be treated.

***Accountability**: Attendance at training sessions is highly encouraged. In the event of illness, leaders must provide adequate notice to administration to allow for the identification of a replacement. Uphold high standards. The MVC is a service-oriented organization with a responsibility to the community and youth. Compliance with facility procedures and respect of facilities is expected. Honor the partnerships we are privileged to maintain in our community. Leaders should acknowledge their mistakes, viewing them as opportunities for growth and improvement. Encourage a culture of inquiry by reminding all members: “If you don’t know, ask.” This promotes proactive communication, learning and ensures understanding of expectations and procedures.

***Inclusivity**: Leaders are encouraged to perceive individuals based on their potential rather than their current circumstances. Awareness of personal biases is essential ensuring everyone feels welcome and valued in the club. Efforts must be made to ensure that every individual has an opportunity to voice their perspectives. Foster an environment where asking questions is encouraged, reinforcing that everyone’s voice matters and promoting open dialogue.

Communication and Team Development:

***Effective Communication:** Encourage open dialogue, actively listen to feedback, and communicate clearly and respectfully with members. Ask for input from members.

***Support and Empower:** Provide guidance and support to members/participants, helping them grow both on and off the court.

***Conflict Resolution:** Address conflicts constructively, be a mediator. Seek solutions that maintain team harmony and foster understanding. Involve the Board of Directors/Administration for support if needed.

***Encouragement of Growth:** Create opportunities for development for fellow executive, coaches, youth, and families. Promote a mindset of continuous improvement and resilience among athletes and coaches, and celebrate small successes often.