

24/25

TAFISA CERTIFIED LEADERSHIP COURSE (CLC) PILOT REPORT

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Introduction

The TAFISA Certified Leadership Courses (CLC) in Sport for All are designed to equip current and future leaders with the skills and competencies needed to drive change and promote inclusive, accessible, and sustainable sport systems. Revamped and relaunched in 2024, the CLC has become an integral part of the SUCCEED project, reinforcing its role in global capacity building.

The course develops capacity at four levels:

- **Individual** – Empowering participants with practical tools and knowledge
- **Community** – Driving local engagement and impact
- **Organizational** – Strengthening institutions through trained leaders
- **Systemic** – Encouraging partnerships and collective action

From policy frameworks to sustainable development, the course offers practical tools, peer exchange, and a growing global network to support real impact in local contexts. Through innovative materials, interactive workshops, and real-life case studies, the CLC creates a dynamic learning experience for those advancing Sport for All.

In 2024, CLC Level 1 and Level 2 were successfully delivered in Trinidad & Tobago and Rwanda, engaging participants from diverse sectors. These pilot editions showcased the program's potential and surfaced key challenges—providing valuable insights to shape future developments, in alignment with TAFISA's Mission 2030 and the SUCCEED framework.



2024 Revamp

Gender Equity

Promoting female participation, addressing gender gaps, and creating inclusive Sport for All programs.

Sustainability & Innovation

Covering environmental impact, active cities, resource use, and innovative approaches in sports leadership.

Digitalization

Using digital tools to improve program delivery, engagement, and data management.

Social Impact & Inclusion

Leveraging sport for peace, inclusion, diversity, health, and community development.

Safeguarding & Resilience

Creating safe environments, protecting children, and building capacity to adapt and thrive.

Governance & Integrity

Fostering ethical leadership, good governance, and volunteer-driven community development.

➤ From top-down to participant-centered approach

➤ More interactive content delivery

➤ Time-relevant content and examples

➤ Integration into SUCCEED framework



Structure

CLC Level 1

CLC Level 2

Month 0
Develop Project

Month 3
Submit Project Proposal

Month 3-6
Implement Project

1 Year...

- 40 Participants
- Delivery online or on-site
- 32 hours of live learning per course
- 4 full days or 8 weeks (4h per week)
- **Community development project:** Participants create Sport for All initiatives that address needs in their local communities using the knowledge and skills from the course.
- **Completion Certification**

Level 1

Introduces foundational concepts and practical skills.

Level 2

Builds on this foundation with an advanced approach, focusing on the Mission 2030 themes, offering advanced strategies and deeper insights. Four modules must be selected from the curriculum (in total 13 modules) in each host country based on their specific needs.

Survey Insights & Methodology

To understand the effectiveness of the CLC and identify areas for improvement, post-course evaluations were conducted immediately after each training. Surveys captured participants' reflections on their learning experience, confidence levels, and the applicability of the course content.

Methodology

- Surveys were completed on-site via SurveyMonkey at the conclusion of the course.
- Only fully completed responses were included to ensure data quality and consistency.
- Results shown here reflect a sample of the full dataset.

Response Rate

- A total of 43 participants in Trinidad and Tobago and 36 participants in Rwanda attended the Level 1 course, with 67 participants successfully completing the full training across both countries.
- Of these, 45 participants completed the post-course survey, representing a response rate of 67.2%.

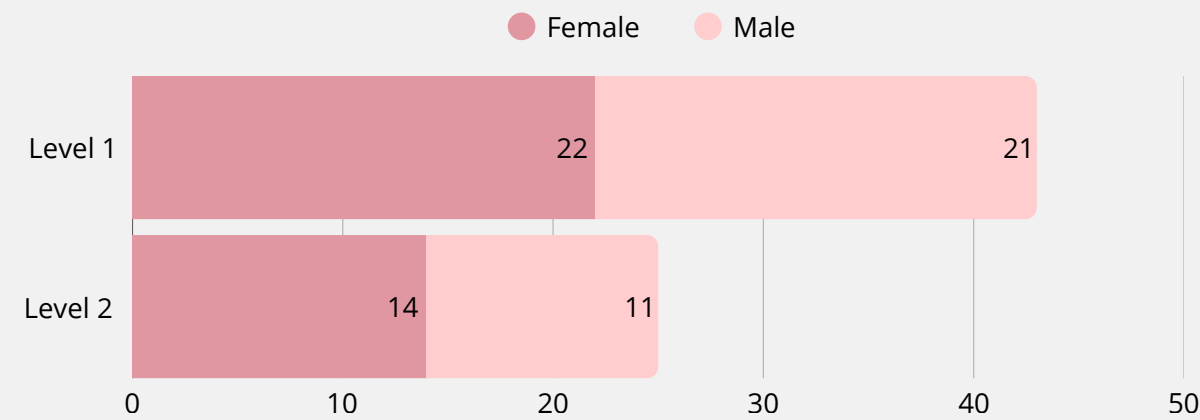
What we measured

- Changes in leadership confidence, knowledge acquisition, and skills application
- Participant satisfaction with course structure, content, and facilitation
- Perceived relevance of the training to their roles and communities
- Suggestions for future improvement

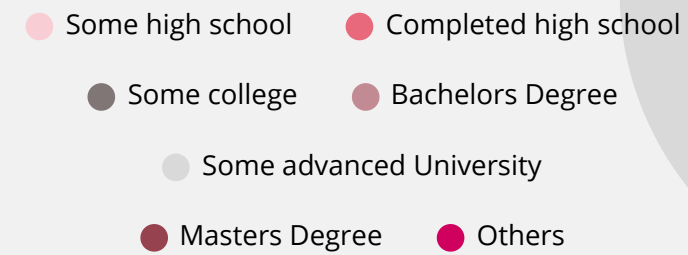


Pilot Delivery: Trinidad and Tobago

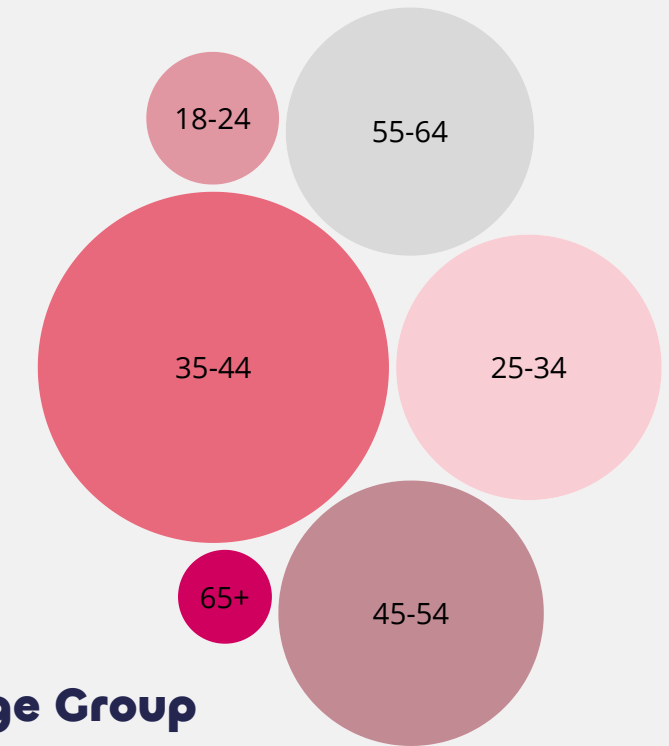
Level 1: July 8-11, 2024 | Level 2: February 3-6, 2025



Highest Level of Education



Age Group

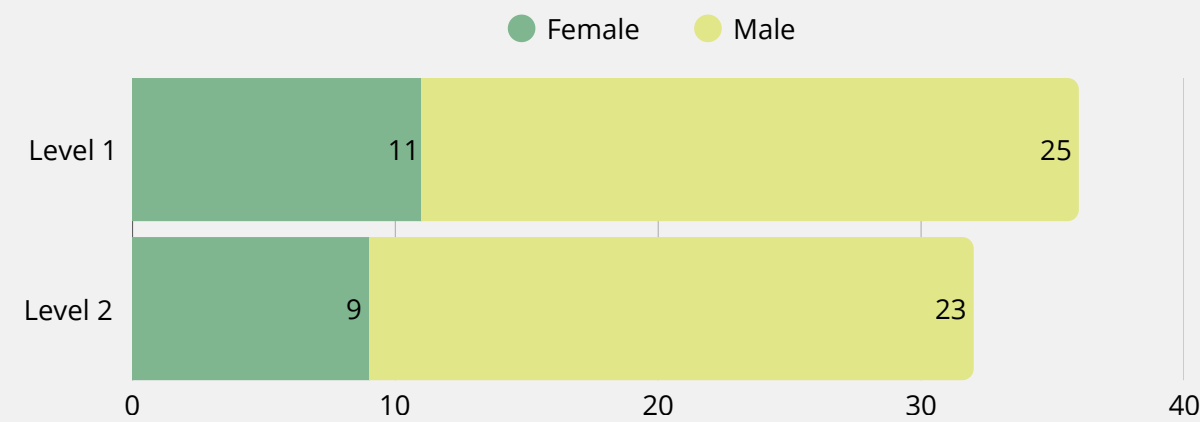


Scan and experience
more about CLCs in T&T!

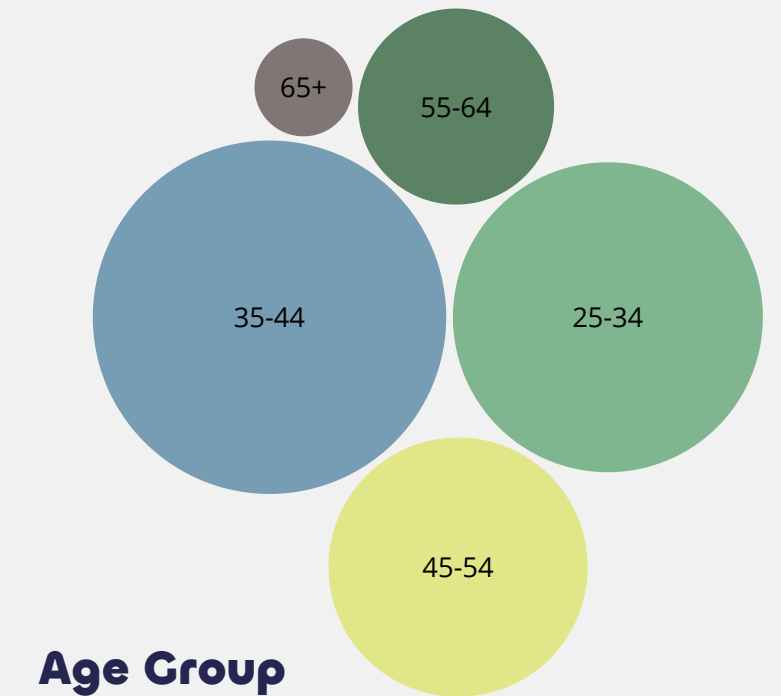
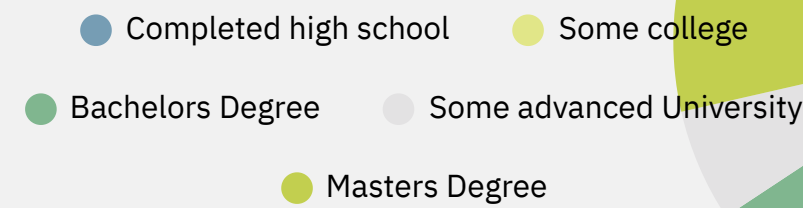
Host	The Ministry of Sport and Community Development of Trinidad and Tobago
Facilitators	Game Mothibi (F, Botswana); Ytannia Wiggins (F, Barbados); Kwanieze John (F, Trinidad and Tobago); Catherine Forde (F, Trinidad and Tobago)
Level 2 Modules Selected	<ul style="list-style-type: none"> Unlocking Potential: Capacity Building & Empowerment Culture in Motion: Integrating Heritage and Identity in Sport for All Economics of Sport for All: Maximizing Impact, Value and Resource Management Building Digital Communities: Engaging and Growing Through Innovation and Digitalization

Pilot Delivery: Rwanda

Level 1: November 21-24, 2024 | Level 2: March 11-14, 2025



Highest Level of Education



Scan and experience more about CLCs in Rwanda!

Host	The Rwanda National Olympic and Sports Committee (RNOSC)
Facilitators	Came Mothibi (F, Botswana); Paulina Lanco (F, Kenya); Fiona Ishmwe (F, Rwanda); Jean-Claude Byiringiro (M, Rwanda)
Level 2 Modules Selected	<ul style="list-style-type: none"> Urban Wellness: Active Cities for Active Citizens Culture in Motion: Integrating Heritage and Identity in Sport for All Economics of Sport for All: Maximizing Impact, Value, and Resource Management Building Digital Communities: Engaging and Growing Through Innovation and Digitalization

Participants' Feedback: Highlights

By implementing the new curriculum design, based on the feedback collected from all participants, the following specific skills and knowledge, biggest benefits were mentioned.

Top 3 SKILLS and KNOWLEDGE gained from the course

1 Strategies for promoting inclusivity and diversity in sports

2 Best practices for developing and implementing community sports programs

3 Effective leadership and team management techniques

Top 3 BIGGEST BENEFITS of taking part in the course

1 Enhanced leadership skills

2 Gained new strategies for inclusive sport

3 Networking with peers and learning to create community projects

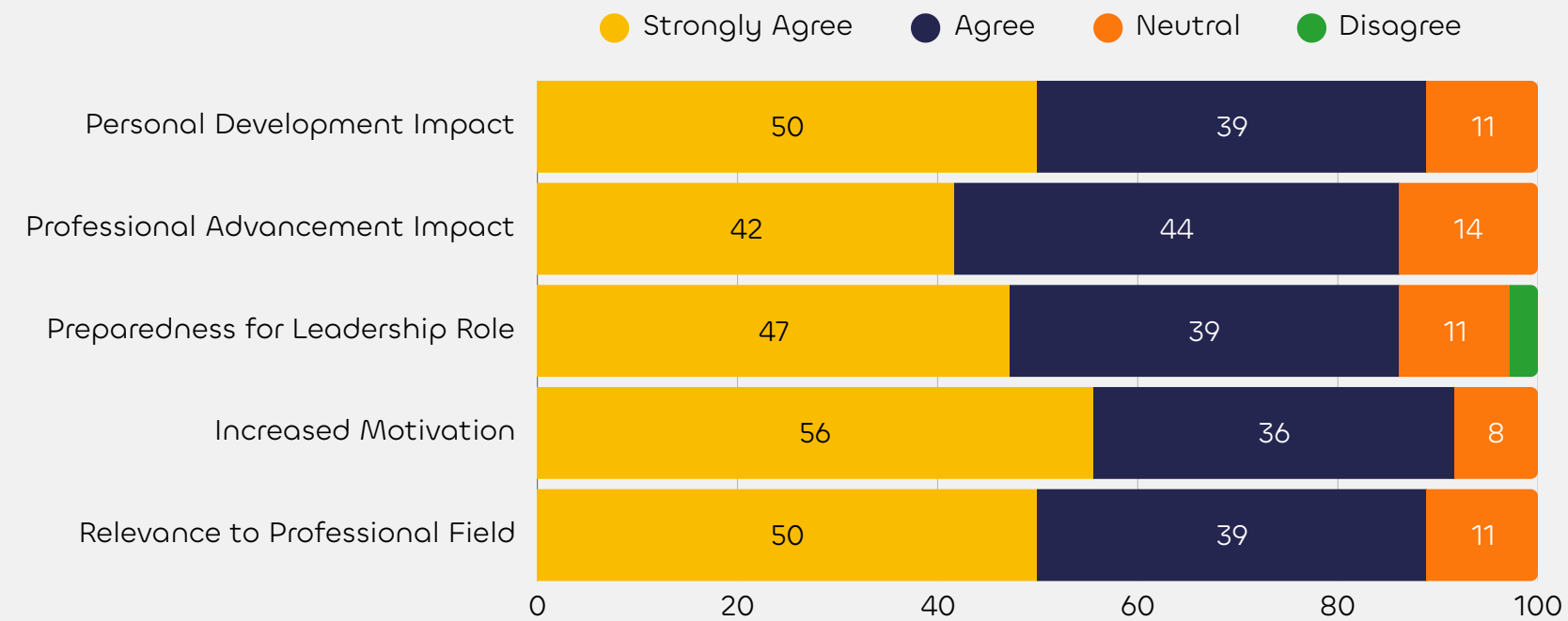
During the course, many participants mentioned facing **CHALLENGES**, particularly with **GOVERNANCE, POLICY IMPLEMENTATION,** and **INCLUSIVE SPORTS PRACTICES.**



Insight:

Participants valued both theory and hands-on tools, with strong interest in applying their learning to address local challenges in governance and inclusion.

Participant Ratings: Impact Assessment of TAFISA CLC



Impact Participants Hope to Make in Their Communities

Survey results show that after the training, most participants feel confident in their ability to positively contribute to their communities. They expressed particular interest in promoting:



Participation
& Engagement



Inclusivity
& Collaboration



Health &
Well-being Concept



Education
& Advocacy

Overall effectiveness of the training



found it extremely effective (60%) + found it very effective (40%)

Did the training meet your expectations?



it exceeded expectations (69%) + it met expectations (31%)

Would you recommend the course?



very likely to recommend to others (88%) + likely to recommend to others (12%)

" The CLC workshop has made me a more

leader."

Feedback from Participants



Participant Voices: Testimonials & Reflections

Beyond the survey results and evaluation scores, the most powerful indicators of the CLC's impact come from the voices of the participants themselves. Their testimonials reflect not only what they learned, but how the experience changed their perspectives, built confidence, and inspired them to lead change in their communities. Here's what they had to say:

“ It's a great chance to come together and meet each other, to learn awesome experience by networking.

Natasha Armstrong
Trinidad & Tobago
Football Association

“ During the four-day course I have learned how to implement these materials and policies into sport that I'm involved in. And sport is more than competition, it's more about inclusivity and participation.

Corissa Bournes
Trinidad and Tobago
Cheer Federation

“ Sport is not only about winning but participating in a way that everyone is involved. The course taught me to think outside the box.

Liselle Johnson-Marcelle
Zchamps Sporting Club,
Trinidad and Tobago

“ I've gained an in-depth look about what sport for all actually entails, how to include and engage the communities, and advance the principles and initiatives of Sport for all.

Gregory Sun
One A Week Youth
Academy fro Trinidad
and Tobago

“ The training encouraged me to see sports from a broader perspective... highlighting its role in sustainable development.

Mbonigaba Boniface
Rwanda Taekwondo
Federation

“ The course gave me valuable insights and practical knowledge that will support my future development.

Bwanakweli Just
Rwanda Weightlifting
Federation

“ Very crucial trainings regarding policy and strategy... Sport is for peace, for social changes.

Ufitimfura Donation
Rwanda Rugby Federation

“ I recommend it for everyone who's interested and serving for their communities.

Janelle Edwards
Tobago Falcons
Athletics Club

Driving Local Action: Community Projects

A key innovation in the revamped CLC pilot was the introduction of the Community Project, encouraging participants to translate their learning into local action. Working in groups, participants brainstorm and design project ideas at the end of Level 1, then present them at the start of Level 2 to gather peer and facilitator feedback. By the end of the training, participants are encouraged to implement these initiatives, addressing real needs in their communities and advancing Sport for All in meaningful, context-specific ways.

Community Projects from Trinidad and Tobago

9X BETTER

Boosts sport participation among inactive students aged 12–17 at Couva West Secondary School through structured, inclusive sport sessions tailored to their needs and interests.

CODE R.E.D. AWARENESS
CAMPAIGN

Promotes menstrual health and inclusive sports for girls aged 10–24 through a six-month campaign of education, stigma reduction, and resource distribution across Trinidad and Tobago.

LET'S PLAY

Revives traditional Caribbean games in schools to promote physical literacy and cultural identity among youth, engaging students, teachers, parents, and sponsors in intergenerational, heritage-based activities.

Community Projects from Trinidad and Tobago

THE LIVE GOLDEN SENIORS CHALLENGE

Improves seniors' well-being through gamified physical activity in care homes and clubs, using familiar, enjoyable routines like dance to encourage healthy habits among those aged 50+.

SHOW ME YUH MOTION

A social media campaign encouraging inclusive physical activity across Trinidad and Tobago through user-submitted videos showcasing diverse people in motion using #ShowMeYuhMotion.

Community Projects from Rwanda

SHE MOVES

Empowers girls in Bugesera District through sport, increasing participation by 20%, launching mentorship with female athletes, and promoting physical and mental well-being in alignment with International Rural Women's Day.

PLAY 4 SAFEGUARDING

Promotes safeguarding and youth empowerment in Rutunga Sector through sports, leadership training, awareness campaigns, and a festival engaging 1,200+ participants, with a focus on preventing teenage pregnancy and promoting inclusion.

SPORTS 4 HOPE

Engages 100 low-income children, including those with disabilities, in weekly sessions using traditional and inclusive games to promote health, well-being, and social inclusion at GS Kagugu School.

FOOTBALL AGAINST DRUGS

Uses football to support 50 at-risk youth in Gasabo District through life skills training, education, and collaboration with schools and rehabilitation centers to prevent and address drug use.

SUCCEED.

Supporting Community Empowerment & Development through Sport for All

