

## INTRODUCTION

Leaders help themselves and others to do the right things. They set direction, build an inspiring vision, and create something new. Leadership is about mapping out where you need to go to "win" as a team or an organization; and it is dynamic, exciting, and inspiring. According to the idea of transformational an effective leader is a person who does the following:

- Creates an inspiring vision of the future.
- Motivates and inspires people to engage with that vision.
- Manages delivery of the vision.
- Coaches and builds a team, so that it is more effective at achieving the vision.
- Leadership brings together the skills needed to do these things. We'll look at each element in more detail.

Yet, while leaders set the direction, they must also use management skills to guide their people to the right destination, in a smooth and efficient way. Around the world, many highly motivated youth work tirelessly to support their communities through Sport-for-Development-and-Peace (SDP) projects. Most of these youth have only very basic education levels, limited resources with which to carry out their projects and do not have a proper forum where they can learn best practices or develop their leadership skills.

Thus, the idea of a "Youth Leadership Programme" was conceived in order to support such youth by giving them access to theoretical and practical training needed to improve both their projects and their own professional progress, and by supporting them once they go back to their communities.

## RESEARCH METHODOLOGY

For the purpose of collecting all important data and information required to be processed for establishment of this report content, secondary data collection is chosen to gather all available information regarding youth and human right. Different sources from different web sites were used to extract and gather all factual information regarding youth and human right. A similar method

were also used to gather all responses from the various stakeholders. The sources were carefully chosen in order to ensure the quality of the content, relevance, and ease of comprehension. The main reason for choosing secondary data collection method is based on a fact that varieties of sources are largely available in the internet.

## **FACT SHEET**

- ✚ In order for youth to be prepared to work in partnership with adults, they need to develop and/or enhance their leadership skills.
- ✚ Leadership training prepares youth to manage time, work as a team, set goals, start conversations, facilitate meetings, and make effective presentations.
- ✚ Promoting youth leadership development is a great way to promote positive life skills learning.

### **What are some challenges to Youth Leadership Development?**

- ✚ Organizations and adults often do not think young people are capable of demonstrating leadership
- ✚ Goals and roles are not clearly defined
- ✚ Youth leadership development requires time and resources
- ✚ Youth leaders move on – sustainability and succession planning strategies are not well developed

## **RESPONSES FROM VARIOUS STAKEHOLDERS**

### **INTERNATIONAL RESPONSES**

Institute of International Education (IIE) approach to Managing Youth Leadership Programs:

- Strategic outreach to under-represented youth, providing them with crucial tools, such as English language and leadership training, to pursue higher education and other human development programs.

- Engage promising students and emerging leaders in key national development fields.
- Initiate a host of special enrichment programs and activities for youth that promote innovation, entrepreneurship and economic development.
- Build strong networks of alumni who will continue to collaborate with one another and become leaders in their local communities.
- Conduct workshops for youth teams that foster teamwork through increased trust, improved interpersonal and intercultural communications skills, and the development of strong team relationships.
- Strengthen training skill of youth leaders by developing workshops for trainers and facilitators. IIE's workshops focus on effective delivery of core content using interactive training methods and group process skills.

These efforts achieve a significant multiplier effect to promote wide-scale economic development and citizen participation in countries where it is most needed.

Key Themes for IIE-Led Workshops for Youth and Youth Leaders:

- **Leadership and Management Fundamentals.** To enable youth leaders to envision and execute strategic leadership processes and to apply effective management techniques that position youth-focused organizations to perform well and engage youth leaders effectively.
- **Community Engagement.** IIE programs engage youth in developing targeted ways to play a role in civil society, to initiate and sustain community projects and to involve peers in unique youth-led programs that improve community life.
- **Entrepreneurship Skills.** Our initiatives provide young people with knowledge of entrepreneurship and the skills for enterprise start-up to spur them to explore their creative and entrepreneurial ideas. Activities include conceptual and skill-building workshops, guest lectures by entrepreneurs, field visits and business simulations.

## GOVERNMENT RESPONSES

The American Youth Leadership Program is a leadership training exchange program for U.S. high school students and adult mentors. Participants travel abroad to gain first-hand knowledge of foreign cultures and to examine globally significant issues, such as the environment and climate change, food security and nutrition, the role of the media, and science and technology. Programs involve homestays with local families, language lessons, leadership training, and community service opportunities. Participants implement a follow-on project in their communities once

### **Youth leadership programs in Australia**

**Australia India Youth Dialogue:** Australia India Youth Dialogue is a youth and young professional's conference aimed at establishing strong relationships between young leaders from Australia and India.

**Australian Youth Forum:** The Australian Youth Forum gives you a chance to have your voice heard and to influence the development of Australian Government policy.

**Australian Youth Mentoring Network:** The Australian Youth Mentoring Network connects young people with business and industry. Get help to find a career path that interests you, learn new life skills, improve your grades and get the most out of your education.

**Girls20 Summit:** The Girls20 Summit brings together one representative from each G20 country as well as the European and African Unions. Open to girls aged 18–20. As the Australian delegate you will join women from around the world to debate, discuss and design ways to empower and increase the economic freedom of women.

**Queensland Indigenous Youth leadership program:** The Queensland Indigenous Youth Leadership program invites 40 Indigenous youth, aged 18–25 to participate in the 6-day program each year. Held in Brisbane, successful applicants are selected from urban, regional and remote Queensland communities. Transport and accommodation is provided.

**Left Right Think-Tank Fellowship Program:** The Left Right Think-Tank Fellowship Program gives you the opportunity to learn how to create change in Australia within the context

of government (public) policy. Australians aged 16–19, attending high school or the first year of university can join. You will network with other young leaders and engage with senior government policy staff. You will also have the opportunity to travel to Canberra as part of the Queensland team to pitch recommendations to the relevant minister.

**Oaktree Generate Program:** Generate is part of Oaktree Foundation, Australia’s largest youth-run organization. They can teach you the skills needed to actively fundraise and campaign against world poverty—money raised is invested to educate people living in developing countries.

**Ship for World Youth Program:** Ship for World Youth is a cultural exchange program connecting more than 250 young people from around the world. Held over 2 months on a cruise ship funded by the Japanese Government, the aim is to equip you with skills to contribute to creating culturally aware youth across the world.

**The Smith family Indigenous Youth Leadership Program:** The Smith Family Indigenous Youth Leadership Program offers leadership opportunities to Indigenous youth, focusing on Indigenous Australians from remote locations. You can participate in leadership workshops, apply for education scholarships, learn how to turn your educational goals into reality and speak with positive Indigenous role models.

**United Nations Australian Youth Representative:** The United Nations (UN) Australian Youth Representative gets to travel around Australia speaking with young people about the issues that mean the most to them. If selected, you’ll visit the UN headquarters in New York, as the voice of Australian youth at UN meetings and discussions. On your return, you will write a detailed report and travel once again around Australia to share your experience with other young people.

**Young Endeavour Youth Scheme:** The Young Endeavour Youth Scheme gives people aged 16–23 the opportunity to work with the Royal Australian Navy and disadvantaged people from around the country. You’ll also learn how to sail, develop teamwork, leadership and communication skills.

**Young Social Pioneers:** The Young Social Pioneers Program invests in people aged 18–29. Develop your leadership skills and learn how to contribute to social change.

## NGO RESPONSES

National Youth Leadership Training (NYLT) is the current incarnation of youth leadership development training offered by the Boy Scouts of America (BSA). The program is conducted at the council level over a week or over two weekends. It is intended to provide standardized, in-depth training covering a number of leadership ideas and skills for Boy Scouts, Varsity Scouts and Ventures. This training is an element of the overall leadership training program. In 2010, the National Council merged training for Venturing and Boy Scouting youth leaders. The revised program is open to both boys and girls.

National Youth Leadership Training (NYLT) is an exciting, action-packed program designed for councils to provide youth members with leadership skills and experience they can use in their home troops and in other situations demanding leadership of self and others. For many years, junior leader training (JLT) was an important part of the leadership training continuum of BSA local councils throughout America. In 2003 and 2004, a task force of leadership experts and hundreds of Scouts in pilot courses across the nation reviewed and tested every aspect of the new NYLT syllabus, which incorporates the latest leadership ideas and presents fresh, vital and meaningful training for today's Scouts.

The NYLT course centres around the concepts of what a leader must BE, what he must KNOW, and what he must DO. The key elements are then taught with a clear focus on HOW TO. The skills come alive during the week as the patrol goes on a Quest for the Meaning of Leadership. NYLT is a six-day course. Content is delivered in a troop and patrol outdoor setting with an emphasis on immediate application of learning in a fun environment. Interconnecting concepts and work processes are introduced early, built upon, and aided by the use of memory aids, which allows participants to understand and employ the leadership skills much faster.

Built on the legacy of past JLT successes, the new NYLT integrates the best of modern leadership theory with the traditional strengths of the Scouting experience. Through activities, presentations, challenges, discussions, and audio-visual support, NYLT participants will be engaged in a unified approach to leadership that will give them the skill and confidence to lead well. Through a wide range of activities, games, and adventures, participants will work and play together as they put into action the best Scouting has to offer.

**The objectives of the program are:**

- ✦ Give youth the confidence and knowledge to conduct a youth-run program thus learning life skills
- ✦ Train youth in all aspects of effective leadership, ranging from teaching skills to motivating an organization
- ✦ Guide the youth through the stages of team development
- ✦ Give youth the opportunity to share ideas and experiences with youth from other units.
- ✦ Enhancement of the relationship between the youth and adults.
- ✦ Create an environment of Scouting fellowship and fun guided by the Scout Oath and Law
- ✦ Experience Scouting at its best.

UNOSDP's Youth Leadership Programme (YLP) recognizes the potential that youth have to invoke change in their communities especially in the field of Sport for Development and Peace (SDP). The YLP consists of four camps each year in which youth aged 18-25 who are currently working on SDP projects across the developing world come together to receive training and guidance in the best practices in the field of SDP. This program not only contributes to the personal development of youth by helping participants develop their leadership skills in SDP, but it contributes to overall community development. By providing an opportunity to develop and exercise their leadership skills, the youth participants can strengthen a community's capacity to build on its strengths and respond to pressing community needs. Utilizing the power of sport and play, the YLP will help youth gain practical leadership skills to inspire and invoke change. Youth will create this change by:

- ✦ enhancing the quality of SDP programs in their organization;
- ✦ increasing the number of organizations in the community that are aware of how sport and play can contribute to development and peace; and,
- ✦ Increasing the number of people in the community that are participating in SDP programs.

Using participatory facilitation techniques, each YLP will favor an experiential approach to learning. This methodology gives youth a chance to reflect on the lesson at hand, to connect their learning to real-life situations, and return home to apply their knowledge to their communities. Youth will not only be active participants in their own development, but they will also support the growth and development of youth from other countries. Through numerous partner organization presentations, leadership tasks, play-based activities and group discussions, youth will learn to maximize the transformative power of sport and play. The YLP will encourage youth to:

- ✚ reflect on their own perspective and approaches to development;
- ✚ explore different strategies of using sport as a tool to inspire change in a variety of development areas, including most notably the Millennium Development Goals (MDGs);
- ✚ identify and problem-solve barriers to implementing SDP programs in their communities;
- ✚ share strategies, approaches and best practices in SDP;
- ✚ learn to advocate for SDP; and,
- ✚ Create standards to guide the development and implementation SDP programs.

## **PRIVATE SECTOR RESPONSES**

The private sectors help by sponsoring the youth organizations who involve in training the youth. For example some companies help to sponsor the Melaka International Youth Dialogue (MIYD), an event organized by the World Assembly of youth. It is an annual programme of the World Assembly of Youth (WAY) which brings together young people, youth leaders and relevant stakeholders from around the world to discuss pertinent youth issues. Since 2001, the MIYD has convened on a wide range of tropical issues. The MIYD has witnessed an escalating number of youth participants over the years willing to participate in the decision making process. With the view of building a stronger partnership between the youth and the society, the MIYD produces a declaration which serves as a guideline for youth to address the selected issues.

## YOUTH RESPONSES

The Youth Leadership Institute (YLI) has been an innovative leader in the field of youth development for over 20 years, working to build communities that invest in youth. At YLI, we believe cultivating engaged and dynamic young people today will lead to a more equitable and sustainable society tomorrow. Through our decades of youth leadership development, we consistently see young people's deep motivation to challenge and improve the society in which they live. YLI fosters this passion, providing ways for youth to channel it into effective community change.

YLI's youth-led engagement strategies include:

- ✚ Adopting healthier community policy through civic engagement
- ✚ Addressing and changing negative social norms
- ✚ Abating predatory media messaging
- ✚ Establishing better access to healthy choices

YLI is a nationally recognized leader in engaging youth in several key areas, including:

- ✚ Access to healthy food
- ✚ Educational Equity
- ✚ Civic engagement
- ✚ Prevention of alcohol, tobacco and other drug use
- ✚ Youth Philanthropy

## MEDIA RESPONSES

The media helps by publicizing the available youth leadership training courses available to the youth. They also help to promote the youth leadership training events, seminars, conferences which help the youth to acquire the leadership skills they need.

## CONCLUSION

Does the youth have what it takes to be a great leader?

**Honesty:** The foundation of any relationship, both personal and professional, is honesty. People want to work for a leader they can trust—a leader that has morals, values, and integrity. They want to work for a company that offers a great product or service they can believe in, and that has an honorable reputation. “Honest Abe,” or Abraham Lincoln, is said to have been one of the greatest Presidents to ever lead our country, and he didn’t achieve his success or earn that nickname by being dishonest. Your workers want to feel good about their jobs—it’s important to establish core values for both the business and yourself as a leader, and to then live and lead by those values as an example to your employees.

**Communication:** Without clear communication, your employees won’t understand your mission, goals, and vision. Employees want to work toward something they believe in, so it’s important they understand that they are working toward the same goals you are. Communication should also be consistent in establishing work expectations, giving constructive feedback, and in training new employees. With great communication, your employees will know exactly what they are working for, will rely on you, and will give their best effort for you.

**Confidence:** When things go wrong, employees look to you for the answers and judge the situation based upon your reaction. Even if the company is experiencing a major downturn, it’s important to always be confident, calm, and set a good example. If you aren’t confident with the organization in a situation, then be confident in your own leadership skills. Your job is to maintain the happy work environment, and continue leading the team in their daily work.

**Inspiration:** Whether you’re starting a new business, or you’re leading a team in a business that’s already been established, it’s important to get employees invested in the vision and future of the company. You must be inspired and invested in the company in order to inspire others, like Larry Page and Sergey Brin, the founders of Google. The product of their own inspiration has inspired

millions of others across the world, and has significantly impacted the world we live in today. Though inspiration often looks forward to the future, it's also important for the present; it gives employees a reason to work, to succeed, and to do their best in everything they do. Make them feel invested in the company through inspiration and they'll be loyal, hard-working employees.

**Positivity:** Regardless of the situation, always stay positive. Positivity is essential to productivity, employee happiness, and work environment. When mistakes are made- even if they are serious, it's important to look at the bright side of things. You are setting the tone for the work day, and your attitude directly affects those under your leadership. Bringing snacks, giving compliments, and even showing an appropriate interest in an employee's personal life can have a significant impact on their work day.

**Commitment:** Nothing shows commitment and humility like getting your hands dirty with the rest of the workers. Showing your commitment sets the example for others to follow, and leads to greater loyalty and respect for you as a leader. Always be committed in whatever you do, whether it is a promise to have a holiday party, a day off, or a meeting time. You are in the spotlight as a leader, and you will be judged harder for your actions than others will be. Set the tone of commitment, and others will follow suit.

**Creativity:** Some decisions have to be made quickly, and catch us by surprise. In times like these, it's up to you to think outside the box to find a solution. Your team will be looking to you in these situations for guidance, so a quick decision must also be a good decision. Henry Ford faced a situation like this when demand for his vehicles was so high he couldn't possibly keep up. Instead of making the obvious decision to hire more people, he thought with creativity and developed the assembly line. You may even brainstorm with your team to build upon some of your ideas. When your employees are involved in a decision or idea, they often feel more invested, respected, and important. When you are in a situation where creativity is necessary, your creativity level and experience can either gain your employees' loyalty and respect, or damage it.

## **RESPONSES OF WORLD ASSEMBLY OF YOUTH**

WAY provides leadership training programmes as a way to equip our youth with necessary set of skills to enable them to be productive. Designing of such youth leadership programs are done to maximize the potential, productivity, impact of youth as well as leadership capacity building and contributing to the empowerment of new Leaders. In 2010 World Assembly of Youth (WAY) organised a Melaka International youth Dialogue with the theme “Youth Leadership Power and its Influence to the society” where youth and youth leaders from different countries convened and came up with a declaration of suggestions to youth councils and governments to adopt into their policies. On the other hand the World Youth Institute provides Certificate courses to the youth.

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