

# Waikato Institute for Leisure & Sport Studies Alumni Newsletter

Welcome to the Summer Edition - December 2017

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"THE SECRET OF  
CHANGE IS TO FOCUS  
ALL OF YOUR ENERGY,  
NOT ON FIGHTING THE  
OLD, BUT ON BUILDING  
THE NEW."

— SOCRATES

## Kia ora

Welcome to our summer edition of the Wilss Alumni Newsletter.

Wow what a year!!! I am struggling to find where 2017 has gone, here at WILSS we have been so busy with supporting our coaches, officials, administrators and our communities it is hard to believe that we are so close to the end.

In our summer edition of the Alumni Newsletter we have some great reads for you around change. Sport globally and in New Zealand, has been going through critical changes and these are set to continue in 2018.

Our youth seem to be more interested in participating in social media rather than physical activity, so sport needs to make adjustments to re-engage with them to provide the right format to meet their ever changing needs. How women and girls participate and keep active has also changed over the years, check out the new initiative around this with the 'This Is Me' programme lead by Sport Waikato.

Hopefully throughout the newsletter you will find articles to challenge your thought pattern as coaches and administrator's around the way you are currently delivering and interacting with your sporting communities.

The spotlight is shining bright on some of our Alumni Members who have been recognized for their amazing achievements and dedication to sport through the Sport Waikato District Sports Awards. WILSS would like to congratulate these winners and also those that were nominated as finalists. It is great to see your efforts being rewarded.

As the year comes to an end, on behalf of the staff and Trustees at WILSS I would like to wish you all a safe and happy Summer, make memories, stay active and we look forward to an exciting 2018.

Nga mihi nui  
Katie Horne

## Renee Thomas - LTW Graduate 2017

A few years ago my boss Mike Rolton first did the Lead The Way Programme (National Certificate in Business – First Line Management) (Level 4), he enjoyed it so much that he asked me if I would be keen to try it. I hadn't done any sort of study for over 20 years so wasn't too sure but said I would give it a try anyway. I'm glad I did.

The delivery of the course was inspiring and entertaining and with the help of Sharon and Nola (Blue Mercury) along with Katie and Jo (WILSS) I was very well supported every step of the way. Being one day a month suited me perfect being a solo mum and the self-development I did while on this course has definitely strengthened me in a lot of ways.

I am now a much more confident leader to my team. I don't think I could have completed this course without such amazing support from the ladies at Blue Mercury, WILSS and my classmates. And now we have two more of our managers on the current course and I can see the changes in them already. It is definitely worth it! - Renee



## Danielle Fuller - New Zealand Certificate Sport Coaching (Level 5)

Signing up for the NZ Qualification in Sport Coaching (Level 5) at Wilss was one of the best things I could have done to up skill myself in all areas of coaching.

I coach competitive intermediate aged netball teams and throughout the last year I have been able to bring what I have learnt in class and incorporate it into my team this year. As a result of these small alterations I have seen my team excel in ways I wasn't expecting and feel I have become a more well-rounded coach.

I've really enjoyed the supportive environment where I have made some friendships as well as some good contacts in all sporting codes across the Waikato region. I would highly recommend this course to all coaches at any stage of their coaching career - it has brought my coaching to a new level!

- Danielle



## Waikato Academy for Young Achievers - WAYA

### Sport is a challenge — but so is a sporting life.

Tomorrow's champions need support today to manage the complex and often competing demands of sport, work, study, health and life. Visit our website to enroll in the Academy programme and get support to keep striving and achieve excellence in your chosen sport.

### Year One Core Components:

The First year focuses on helping athletes to look after themselves holistically.

Topics Include:

- Dreaming of the International Arena
- Listening to your body
- Communication on and off the field

Year Two and Three Continues to develop the fundamental modules offered in Year One, with more role model involvement from New Zealand's leading elite sports people

### Eligibility:

To be eligible for WAYA, an athlete must:

- Be nominated by their sport or school.
- Be competing at a regional level
- Be aged between 15-17 years old at the commencement of the three year process. If an athlete is achieving representation at a regional level before or after this age they will be considered for entry

### For further information contact:

- Katie Horne, Sport Programmes Manager  
katie@wilss.ac.nz  
Or phone: 027-232-9025
- Visit our website - [www.wilss.ac.nz](http://www.wilss.ac.nz) to enroll in the Academy and get support to keep striving and achieve excellence in your chosen sport.



## New Sport: The Future of Sport

By Wayne Goldsmith

# Sport is Dead

More accurately, 'Old Sport' – the way we've designed, developed and delivered competitive sport for the past 100 years is dead.

All over the world amateur sporting clubs are struggling. They are experiencing a catastrophic – decline in the numbers of kids playing competitive sport.

It's harder – almost impossible – to find and keep coaches, referees umpires and other volunteer sporting officials.

District and regional sporting associations are battling to survive they're on their knees.

At a time when global health issues such as diabetes and heart disease are rampant and the need for physical activity has never been more important, less and less people are turning to competitive sport to improve their health and well-being.

This is a global issue – competitive sport is dead.

The way we've designed, developed and delivered competitive sport –

'Old Sport' is quite simply and very clearly not working.

It's time for a new kind of sport.

## NEW SPORT

New Sport is a new and better way of looking at – building – and growing effective and engaging sports experiences.

It's not money or global warming or kids' obsession with the internet that's killing competitive sport: its conservative thinking, limited imagination and a complete lack of creativity that's led us to this place: a place where so much of the industry is lost: lacking direction and failing to connect with the needs of people, of families and of communities.

Where Old Sport was about rules, regulations, policies and politics, New Sport is about people: about engaging with, connecting with and building relationships with – people. Sporting organisations do not own



sport. National Sporting Organisations, International Sporting bodies, Governments do not own sport: sport belongs to the people who 'do' it.

This is the place where the old ideas about the sports industry – will be dismantled – and torn apart.

This is also the place where new ideas, new directions, new innovations and new ways of doing, playing, researching, governing, enjoying, participating and competing in sport will be revealed, discussed and shared and grown.

If you want to learn about how sport **was** – buy a biography about a famous Olympian from the past or read a book detailing how your sport was played in the last century.

If you want to learn how to change the sports industry so that it actually works – and be one of the people who can lead the future direction of sport around the world – you've come to the right place.

**Come to New Sport – The Future of Sport.** Check out Wayne's website to know more (see links page)

## Past Graduates and Present Participants of NZ Certificate In Sport



**Congratulations to you all**



## Stuff On the Net - File Sharing

Using cloud-based file sharing has become somewhat normal in today's office world, but there are still many non-profits who are not quite sure where to start. If you're not particularly tech-savvy, the idea for storing things in a cloud can be a bit hard to get your head around, but by exploring some of the free and easy-to-use platforms, you'll soon see the benefits and you'll wonder why you didn't do it sooner.

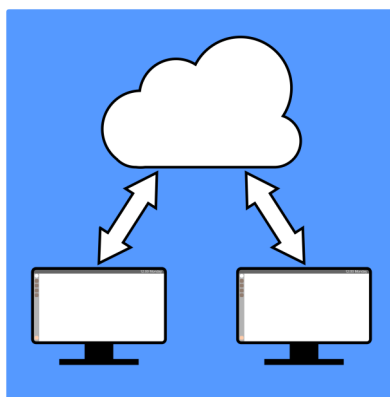
[www.dropbox.com](http://www.dropbox.com)

Probably the most well-known of file sharing tools, Dropbox is popular because it's super simple to use. In a nutshell, Dropbox is a shared folder with as many subfolders as you want, and you can share them with whomever you choose. Any time someone updates a file or uploads something new, all users with access to that folder get notified and everything syncs instantly. In addition to your PC, you can download the Dropbox app to your phone and other devices. It looks like any other set of folders on your computer and best of all, it's free.

[www.google.com/docs/about](http://www.google.com/docs/about)

Google Docs is another well-known file sharing tool. It allows you to work on documents with other's in real time and any changes you make show up on the other person's screen straight away (that's cool!).

It has editing and styling tools to make great looking documents and there are heaps of cool images and fonts. Your documents can be viewed and edited by whoever you share them with, and there is even the option to have live chat with your co-workers while you're working. The files are saved automatically and it's all free.



[www.wiggio.com](http://www.wiggio.com)

Wiggio has its finger in lots of pies; it offers virtual meetings and a shared calendar, to-do lists, polling and messaging services. But it also hosts a shared folder for uploading and managing files. Essentially it is an online cloud-based platform of groups. Anyone can set up a group in Wiggio and then invite members. For example, it may be that your Board of Trustees sets up a group and then uses it to communicate, hold meetings and store and share meeting minutes.

It helps stop the often annoying backwards and forwards of emails and means that no-one misses out. Amazingly, it's all free.

[www.mediafire.com](http://www.mediafire.com)

MediaFire is a cloud-based storage tool which enables you to upload up to 50gb of important files and store them securely.

You can access the files via a mobile app or your desktop and connect with other users by importing contacts or emails. You can also share file publicly. The basic version is free but you can also purchase a Pro version for US\$7.50 per month or a business version for US\$80 per month.

[www.onedrive.live.com/about](http://www.onedrive.live.com/about)

OneDrive is preinstalled free on Windows 10 so if you already have that, then you are likely using OneDrive already. If you have Office 365 you automatically get 1TB of storage. It works across all of your devices and allows you to collaborate on Word, Excel, PowerPoint and OneNote programmes. You get real time notifications whenever a document is being edited.

If you don't have windows 10 or 365, you can install the OneDrive desktop app for Windows which creates a folder on our PC.

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## Business Qualification Registrations now open for the 2018 Programme New Zealand Certificate in Business Level 4



### Programme Overview:

You will be given the opportunity to:

- Learn effective communication
- Grow resilience
- Develop and maintain high performance teams
- Work on a significant project which will make a difference to your organisation
- Achieve the NZ Certificate in Business (Level 4)

### Want to know More?

For further information about the programme, dates or to request an Enrolment Form, please contact:

**Katie Horne - Sport Programmes Manager**

Phone: 07 839 9908 / 027-232-9025

Email: [katie@wilss.ac.nz](mailto:katie@wilss.ac.nz)

Website: [www.wilss.ac.nz](http://www.wilss.ac.nz)

### Entry Criteria:

To be eligible to attend this course:

- Participants need to be currently leading a team of either volunteers or within a workplace.
- People in the not-for-profit sector currently performing an administration role or similar.
- Participants will require a mentor/coach who should ideally come from the participant's area of interest. If this is not possible, assistance can be given to find a suitable mentor/coach.
- Early registration recommended as participant numbers are limited to 12 to maximise the learning and one-to-one coaching opportunities for participants.

**Next programme starting 25th March 2018 - limited places left.**

## Sue Conroy - New Zealand Certificate in Sport & Recreation (Level 5) (Sports Administration) (Level 3)

The Sports Administration Course Level 3, run by Wilss has been a key motivator for me to continue my passion in Sport.

I was in the teaching profession for 34 years where I was in charge of sport in and out of the school.

The Sports Administration Course was completed over an 18 month period and involved everything to do with the administration of sport. Teaching was my background so I could add to my skills that were not included in the course.

One thing I really liked about being a participant in this qualification, was that my previous experience was taken into consideration by the Course Director to give me credits, if they were meeting the requirements of a particular topic area.

Since leaving teaching, as I retired January 2016, I am now the Administrator/Treasurer of Nga Hau E Wha Whanau Hoe Inc, a waka ama, waka kopapa and dragonboat club, based at Jones Landing Lake Arapuni in the South Waikato.

Our club membership has gone from 12 members to 358 as at 30 April 2017. Reasons: networking, 1 to 1 visits with Sport Co-ordinators, plenty of oral and written communication and providing opportunities for students aged 9 years to 19 years, helping with transport and assisting the secondary schools when they need assistance with entries into Secondary Schools Waka Ama events, marketing the club, plenty of research especially in funding and helping other clubs to establish.

Our funding success has been amazing: a 12 seater transit van, a motor boat as our safety boat, a new 6 man trailer, 3 x 6 man waka ama, lifejackets, paddles, 1 x single waka ama, a laptop, i-pad and printer (the club never had their own).

Finance has been an area that the course has helped with specifically changing the way the club kept its records, getting an advisor on board and an independent auditor.

The Club has a yearly plan and 3 - 5 year strategic plan. The plan is fluid that means it can be changed only if an objective has been achieved we add another on.

I was awarded the Sport Waikato South Waikato Administrator of the Year 2016/2017 and to top it off the Sport Waikato Regional Administrator of the Year in January 2017. A very humbling experience.

I'm currently participating in the Coaching Level 5 course which has provided me with a further challenge.

As a role model in the club, with previous coaching experience and qualifications, I needed to update my coaching and practice and knowledge. This course has served as a reminder to the importance of sport psychology. required to assist performance of anyone athlete and a team. The nutrition papers have been interesting as it specifically gives you ideas to suggest to your athletes to aide their performance.



The coaching methods (that you adapt to or change to), planning, next step, knowing your athletes are a very important part of your coaching session and the needs of the individual or team is paramount.

Looking at a long term plan to target competitions and training to achieve a positive result is a very interesting piece of knowledge to have. A focus in your performance scale. Having your team or athlete participate in the planning gives them ownership of the training and the result expected with an evaluation after the event.

To me, the Administrator of a Club, is the glue that keeps a club going. With the 'glue' come responsibilities as you are the first person people see and establish a relationship with. The coach is the one who guides and directs individuals and teams to success with athletes buying into the programme to allow that success to happen.

As a person who has a lot of passion for sport, it is imperative that we as administrators and coaches keep up to date with our particular field of interest.

I fully recommend both the Sports Administrator and the Sports Coaching qualifications run by Wilss.

This organisation also runs a Leadership Course for students. These students are our future leaders in our communities. Such a valuable course too.

Sue Conroy

Administrator/Treasurer - Nga Hau E Wha Whanau Hoe Inc.

## Engaging with Gen Y Volunteers - Courtney Trilby

As a proud Gen Yer, I often get frustrated by organisations who say they want to attract my generation as volunteers, but then do very little to learn about how we tick. I start out excited to be involved, but often end up feeling like an inconvenience or an after-thought. I know the Gen Yer's need to be flexible in how we communicate and engage, but if you want us on the team, you need to meet us half-way. Here are my top tips for engaging with your Gen Y volunteers.

### **Respond to our why questions positively**

It may seem like we're constantly in your ear, but we genuinely want to know why things are done the way they are. The more we ask, the more we learn. We are not trying to undermine you or argue with you, we're just trying to understand why things work the way they do. Take time to summarise your reasoning. We would not have asked if we weren't serious about getting an answer.

### **Don't assume anything**

Just like we constantly ask you questions, please ask us questions as well. Get to know who we are and why we want to be involved with you. Don't assume we're there for the same reason as your other volunteers, even if those volunteers are Gen Y as well. We want you to know us personally.

### **Keep your communication brief but informative**

Whether we admit it or not, our attention spans are getting shorter by the day. We want information summarised, easily accessible and quick to digest. If you give us pages of information, don't expect us to

read every word. Tell us what you want to tell us, but don't add anything to fluff it up. If we want to know more, we will ask.

### **Embrace technology**

You can't escape it, so don't even try. Embrace it, engage with it and learn about it. We use it constantly, so if you want to be able to communicate with us effectively, you'll need to learn how to use it to use it too. 90% of my generation check their emails, texts and social media streams before they even get out of bed. So while you are writing out your short, informative update think about how you are going to get it to us. If you don't know how, take advantage of the skill set you have at your disposal and ask a Gen Y volunteer to help you with your communication strategy.

### **Listen to us and value our ideas**

Despite what you may think, we actually have some pretty good ideas. We may well challenge your approach or the way your organisation has done something since the beginning, but try to have an open mind. We don't want to undermine you or take over your organisation; we are simply passionate about your cause and want to contribute to your growth.

### **Seek out opportunities to involve us**

We get really discouraged when we give up our time to contribute in an organisation, and we get treated like we have no skills. We are individuals with distinct abilities, personalities and passions. Don't go through your check list and simply give us the jobs that seem easy. Take the time to find our fit and think about how our strengths could help your organisation. We are team players,

but we don't want to feel



useless or like volunteering is a waste of time. We need a purpose, a cause and direction or our passion will fade.

### **Trust us**

Trust us until we break your trust. Don't start out on the edge, jump right in and give us the benefit of the doubt. We actually know what we are doing. Encourage us, give us advice and feedback, but don't do it for us. Be willing to release your grip and delegate completely. We will step up to the challenge.

### **Be flexible**

Most of us are juggling tertiary study with part-time jobs, neither of which have a standard timetable so you're going to have to be flexible with the hours you want us to help out. Telling us we have to volunteer on the same day at the same time, every week, is probably not going to work. Our study timetable changes and our work rosters rotate. Like it or not, these aspects of our lives will always have priority over volunteering, so you'll have to be flexible or lose us altogether.

Gen Y have a lot to offer organisations, you just need to take time to get to know us and ensure a good fit.

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## When Will What We know - Change What We Do in Youth Sports?

By Reed Maltbie/Tuesday 13 June 2017/published in Bullying Parenting Problems in Youth Sports, Sport Parenting, Youth Sports.

"My daughter and I had to miss her grandfather's funeral when she was 12 for a cheerleading competition."

I had to read that twice to be sure what I was reading. This was an actual comment we received recently on Facebook. We received a lot of heart-breaking stories from readers, but this one sentence stopped me in my tracks. The mere thought that the funeral of a parent would play second fiddle to a 12-year-old cheerleading competition simply boggles the mind.

We hear incredible tales of missed family events, as well as coaches ordering players to skip siblings' weddings and other life events. Injuries that used to only occur in college age players, now occurring weekly in kids as young as age 12. Families forced to choose between supporting their child's emotional and psychological well-being, or allowing them to continue playing high-level sports for an unaccountable bully coach. But missing a funeral took the cake.

"When will what we know, change what we do?"

Work every day to shift the paradigm in youth sports and physical literacy. We work with organisations to make the changes to their mission, values, coaching and accountability to make sports more user-friendly for the kids involved. The question we all ask ourselves is this:

Why doesn't science, research and coaching best practices drive our youth sports model?

Sadly, it's because youth sports and physical movement education have become, in far too many cases, more about the needs of the business of sport than the needs of the child in sport. When over 70% of kids quit sports before high school, it is their way of telling us that this model is not working for them.

It is time for what we know, to change how we do things in youth sports.

We know that playing multiple sports and getting adequate rest and time off is a key component to preventing injury and burnout. We also know that in many sports less specialisation prior to the teenage years is a greater predictor of elite level performance. Sadly, what we do is continually force children to specialise far too young, increasing the dropout rate and resulting in an up to 70-90% higher injury rate according to this recent study by Neeru Jayanthi.

What we know is that autonomy, enjoyment and intrinsic motivation are critical components of long-term sport performance. What we do, all too often, is take these away from kids. We limit a child's ability to try many sports by forcing him or her to choose one far too early. We focus on outcomes (did you win?) instead of enjoyment (are you having fun?).

What we know is that a coach's words can leave a lasting impact on a young athlete. A coach's influence is never neutral!

We must be intentional about everything we say and do with kids. Sadly, we allow coaches to treat young athletes in a way we would never allow a teacher to treat a child. We allow poorly trained and behaved coaches to continue to work with kids, even after numerous incidents of poor behaviour, because they win a few games.

What we know, is that research says #1 reason athletes play is "FUN!" Though an 8-year old might have a different definition of fun (learning new things, being with my friends) than an 18-year old (being pushed to be my best, high-intensity competition), they still speak to the importance of enjoyment. What we do too often is take the 'play' out of play in sports, and say 'we are here to work.' Kids don't work sports; they play them.

What we know is that randomised, games-based learning promotes creativity, decision making, assessment and more transferability to competition. What far too many coaches still do is promote blocked/massed practice, endlessly repeating the same technique over and over.

What we know is that clubs who follow a proper athletic development model, and craft a mission statement and values focused on developing the person, not simply the athlete, will create more loyalty and greater player retention than those who do not.

What we know is the sport development is all about the process and long term focus. There are no overnight successes. Failure and adversity are all part of the process and focus on excellence. Sadly, what we do is operate out of fear. We get caught up in short term outcomes (did we win this weekend?) vs the focus on continuous improvement (what did we learn from losing that will help us to get better?).

Finally, and most importantly, what we know is that what our children need most, after a tough game, is something to eat and to know that we love watching them compete and play. They don't need a critical recap on the ride home.

They don't need their coach's decisions questioned, or teammates criticized. Just love them, unconditionally, and take into account their state of mind before you offer up your thoughts on how to get better.

When will what we know, change what we do?

Change will happen when great parents and coaches stand up and build youth sport organisations and school programmes that serve the needs of the kids. Change will happen when the silent majority take a stand against the vocal minority of adults who care more about the bottom line than the welfare of children.

Let's align what we know and what we do. Our kids deserve it.

-source: changing the gameproject.com





## Social Media Maze - A Beginners Guide to What's happening Online

Over the last few years non-profit organisations have recognised that online Social Media is here to stay and most organisations have taken steps to make sure they have some sort of Social Media presence. In New Zealand, Facebook is still the most widely used platform for non-profits and given that over 2 million New Zealanders use Facebook every day, it would seem that it is a logical place to start.

But Facebook isn't the only option non-profits have to establish a Social Media presence. There are lots of other options available, depending on what and how you want your stories to be told. Take a quick look at some of the busiest Social Media platforms in New Zealand and consider how you might make each of them work for you.

### You Tube

[www.youtube.com](http://www.youtube.com)

You Tube is a central place to store and share video clips.

You Tube offers your organisation an amazing platform to tell your stories via video, and it allows people to easily share your clips with other people online.

Whether it's short clip of your programme in action, a face-to-face interview with a client, or a cleverly crafted video with all the bells and whistles – You Tube is the place to store and share your stories. Once you've uploaded your clip, make sure you direct people to see it using links on your website, email signature and other Social Media platforms.

### Things to Consider:

Keep your videos short and to the point. Most people are reluctant to watch a video which is longer than 3 minutes

Know the purpose of the clip you are creating. What is the key message you are trying to get across?

Make the most of the text section that accompanies your video to reinforce your key messages. Give people a call to action and make sure you include your



website so people can visit for more information.

### Facebook

[www.facebook.com](http://www.facebook.com)

Facebook is a place to share information with supporters via text, image, video and links. The platform allows you to engage people in conversation and makes it easy for them to share your content.

Think of it as having an ongoing coffee date, with a little bit of information shared every day. To be kept up-to-date with your information, a person first needs to 'like' your page and then each time they visit Facebook your most recent post will appear in the newsfeed.

The more relevant and interesting your content, the more people will engage with you.

### Things to consider:

Facebook should be viewed as an online place to 'sit around and chat' with friends. It is not simply a place to advertise, promote and beg for donations. You need to provide content that people are actually interested in receiving

Keep your content interesting and varied by including different types of media such as photographs and video links. Simple text posts receive very little engagement by comparison.

Actively ask for engagement by asking questions and encouraging feedback. Make sure when people comment on your content that you take the time to respond. Otherwise it's like starting a conversation with a friend and then walking away.

### Linked In

[www.linkedin.com](http://www.linkedin.com)

Linked In is a platform to profile individuals in relation to professional skills, expertise and experience.

The easiest way to understand Linked In is to think of it as an online library of Curriculum Vitae.

Because Linked In is primarily a personal platform, it is limited in terms of how you can use it to tell your stories. That said, it is a useful platform to showcase the skill and expertise of your board members and therefore help to build trust and credibility with potential donors and funders.

### Things to consider:

It's easy to search Linked In using key words, so once you've identified the skills gaps on your board, it's a good way to search for potential trustees. Linked In will create a list based on the criteria you select, and will prioritise it based on connections. Your next board member may well be a friend of a friend.

Before approaching a potential sponsor, take a look at their Linked In profile and see who they are connected to online. If you have some mutual contacts, do your homework and ask for an introduction.

### What else is there?

### Twitter

[www.twitter.com](http://www.twitter.com)

Twitter is a micro-blogging site where each 'tweet' needs to be 140 characters or less. It is very popular overseas, but while it is gaining popularity in New Zealand, it still doesn't have the mainstream appeal that Facebook offers non-profits.

TRUE LEADERS  
DON'T CREATE  
FOLLOWERS.  
THEY CREATE  
MORE LEADERS



## Social Media Jargon

If you are relatively new to the Social Media scene, it might seem like people are talking a whole other language. Chances are they are! Every social media platform has its own set of jargon and there are literally hundreds of words you'll need to decipher along the way. Here are a few key words and abbreviations you might want to learn to begin with.

### Blog:

A blog is a bit like a running newsletter or series of articles, with each being written on a specific subject.

### Thread:

A thread is a line of conversation or comments which are started by a single post.

### Newsfeed:

Your newsfeed is what you usually see when you log onto a Social Media site.

### Permalink:

A permalink is a link that takes you directly to the piece of content being referred to, rather than the website's homepage.

### Post:

When you add new content to Social Media, it is most commonly referred to as a post. The act of adding new content is called posting.

### Follow:

Follow is a term used on Twitter and Instagram. In order to see what a person has posted, you need to first follow them.

### Sharing:

Just as the word suggests, sharing is when you take a post, tweet, image or file from another person's profile and share it with your own.

### Like:

Like is a term used across all types of Social Media. People like a specific post to show their support or agreement, or simply to acknowledge that they have seen the post and liked what they saw.

### DP:

DP stands for display Picture – that's the square image on the top left hand side of your Facebook page. It's also the image that appears next to your posts on other people's newsfeeds.



## Coaching - Information and Links

<http://newsportfuture.com>

<http://changingthegameproject.com/>

<https://thisisme.org.nz/>