

# TIME OUT



Co-funded by the  
Erasmus+ Programme  
of the European Union



## FROM ELITE PLAYER TO TOP MANAGER

Empowerment of basketball players through a sustainable  
dual career and good governance training supporting programme



FIBA

We Are Basketball



### PROJECT PARTNERS



# TIME OUT

## LOOKING FOR SOMETHING MORE?

A fast track to a range of qualifications in Leadership and Management in sport and business

Combined on-site learning via workshops with online study by distance learning

Credit for prior learning and experience

Relevant assessments related to your role as a professional sportsperson and future career aspirations

## A SECOND CAREER

GET READY TO ENTER A NEW CHALLENGE

MAKE THE TRANSITION FROM ELITE PLAYER TO TOP MANAGER

## Take a **TIME OUT!**

Take a short breath and determine your next steps!

With the **TIME-OUT** project we will help you achieve your professional goals. Through improvement of your management skills and knowledge, in addition to valuable expertise in basketball-specific issues, and support from our elite experts, we will get you ready for your next career.

As an experienced professional sportsperson you already have a wealth of leadership skills and competency, combined with a strong work ethic and competitive spirit. You also have a vast experience of living and working with people from a wide range of backgrounds.

If you are looking for a degree that fits in with your existing sports career, one that gives you credit for your prior sports training and one which will help prepare you for a career in a range of disciplines, this is a programme designed for you.

This is an extremely exciting project to be involved in. Planning a career, post-professional sport, is a major issue across all sports, and it is important that with this project we, along with the European Union, are acknowledging the issue and taking one of the necessary steps to address it.

**Kamil Novak**  
FIBA Executive Director Europe



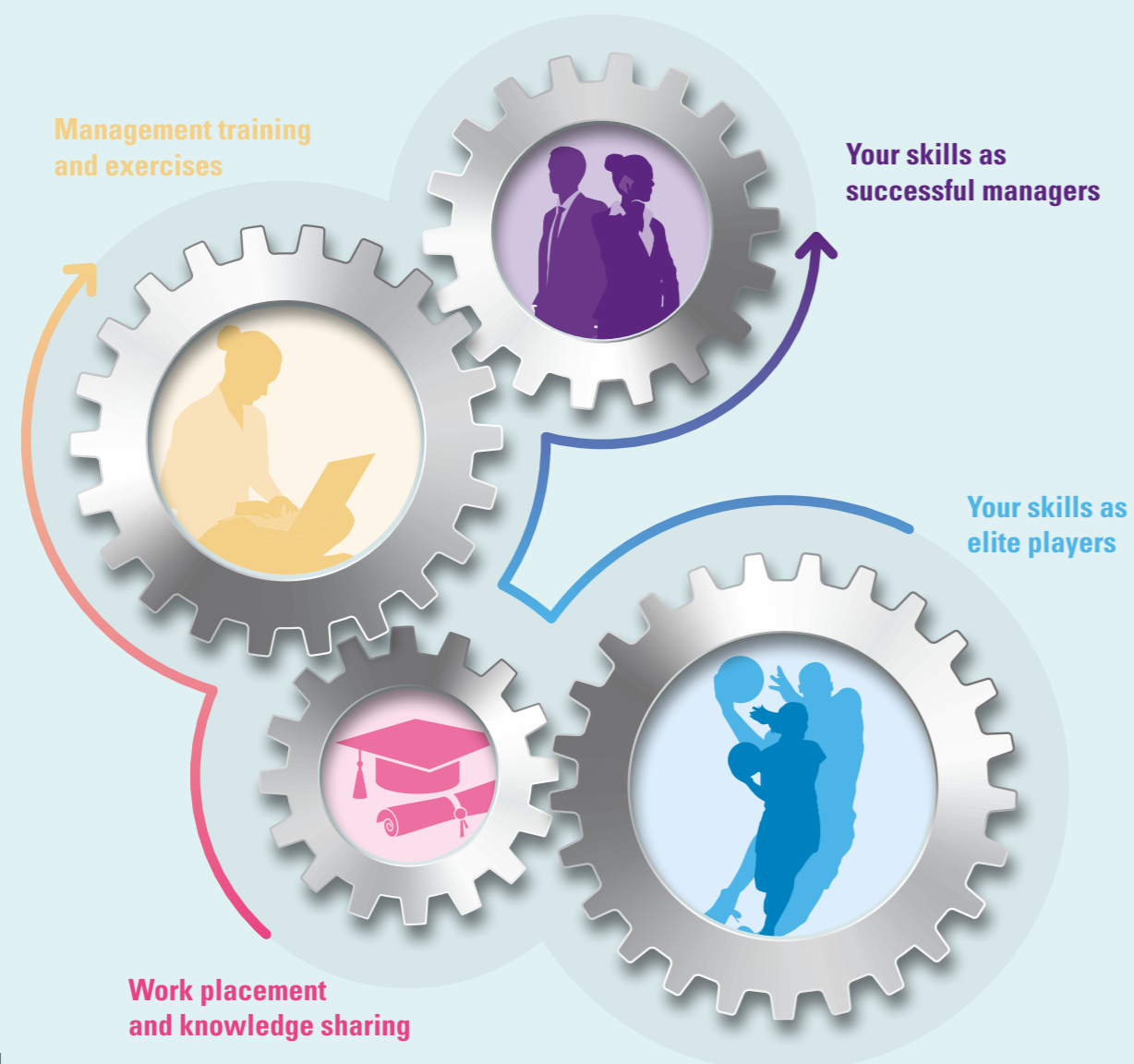
## A PROGRAMME DESIGNED FOR ELITE BASKETBALL PLAYERS

**TIME-OUT** is a project in the field of **dual careers** that focuses on the **integration of basketball players into the labour market**, showing the importance of thinking in advance about the life that follows after sport.

FIBA Europe, together with its academic partners, is creating **an innovative programme designed specifically for basketball players**. The innovative part that this project brings to the participants is the combination of three different degrees:

- **“Leadership and Management”** certificate/diploma depending on the entry level of the athlete (delivered by Northumbria University)
- **“Basketball Management”** qualification (delivered by FIBA Europe and FIBA)
- **“Talented Athlete Lifestyle Support (TALS)”** certificate (delivered by TASS)

The second leg of the project will be to **place the newly qualified managers in their federations**, or in other sports organisations, and also to set-up player development programmes linked to FIBA, IBF and the TASS support network.



## TESTIMONIALS



**Natasa Kovacevic (SRB)**

“I firmly believe that basketball and sport in general reveal and form your character, but it is an athletes’ nature to make decisions in a blink of an eye. Quick thinking and making instant decisions lead us to forget the strategic and analytic approach to life. Sport is certainly a big part of our lives, but we must realise that there is life after sport. In order to maintain being successful even after their careers, athletes must invest in the most important thing - time. Education is important because when your body knows it is time to say goodbye, your mind needs to be ready to let it go. In that way you can peacefully share your experience with others and be happy for those who will take your place.”



**Ann Wauters (BEL)**

“I am in the “autumn” of my playing career and I am preparing a new chapter of my professional career. It is hard to let go of something you have been doing pretty much your whole life and you are so passionate about. This new project gives me the opportunity to stay involved in sports in a different role and try to make - particularly women’s - basketball more professional.”



**Florent PIETRUS (FRA)**

“The world of basketball has changed a lot since I began to play. It is now, more than ever, a global sport with a highly competitive environment. As a player I played at the highest level at national and international level. I won titles and medals. But as the end of my professional career will soon come I need to prepare myself for the next 30 years! My passion for basketball is my main motivation to work for this sport, but now it will be outside the court. So it is a great opportunity for us, the players, to follow such a programme with FIBA because we need knowledge of finances, marketing, management and communication to improve our skills and keep working in our favourite sport environment.”



**Radoslav Nesterovic (SLO)**

“During my basketball career I have been a member of many clubs and played in different competitions but the common denominator for my whole career was the same: As an athlete I had to be very well organised, consistent, persistent, be a great fit in my team, and, on or off the basketball court, I had to take responsibility for my actions. These values have been installed in me during my career and now those values serve me well in my work at the Basketball Federation of Slovenia. It’s extremely important for an athlete to continue to learn in other areas even after their playing days are over and then utilise their skills and values in pursuit of employment.”

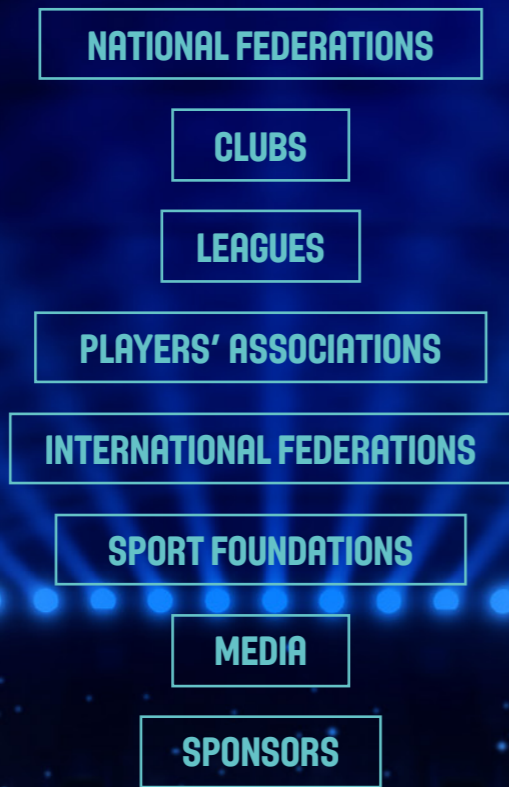


**Harun Erdenay (TUR)**

“Being a professional athlete is awesome. However, an active sports career has a time frame and it is usually up to physical condition, motivation and simply aging. That is why it is crucial to have a vision for life after your active basketball career ends. Athletes should have a choice and the option of having a career after basketball. They should be given the opportunity to actively participate in different organisations and thus they can choose accordingly their passions and interests. Coming from a collective team sport helps in the understanding and how to use the concept of team work. This makes former basketball players great workers in any business team. It is important for them to use their potential and help others in society and educate youth.”

## CAREER OPPORTUNITIES

By providing the **three-tier education and academic qualification** from an elite business university programme in conjunction with FIBA/FIBA Europe, the players-graduates will be able to access **a wider range of employment opportunities** on the market, not just in basketball but also in other sports, events and marketing organisations such as:



## AMBASSADORS

The newly qualified managers will be engaged via a partnership with the International Basketball Foundation (IBF), FIBA Europe and their national federations as **ambassadors** that will deliver specially-designed player development programmes. Their role will be to **mentor and support active and recently retired players, create networks and contacts with key governmental agencies** in their own countries, and **promote basketball** in local and national media.

FIBA President, Mr. Muratore, and Ambassadors Elisa Aguilar (ESP), Hanno Mottola (FIN) and Elisabeth Egnell (SWE) attending Players' Seminar during the FIBA U17 World Championships 2016 in Zaragoza (ESP)



**Amaya Valdemoro (ESP)**

"Winning international competitions is one thing, but laying the foundation for hosting them are two different things. FIBA Europe is actively encouraging players to plan ahead for their second careers and help to get the skills needed to succeed in life after basketball."

**Ambassadors Amaya Valdemoro (ESP) and Ticha Penicheiro (POR) interact with young players during the FIBA U18 Women's European Championship in Matosinhos (POR)**

# PROGRAMME OVERVIEW

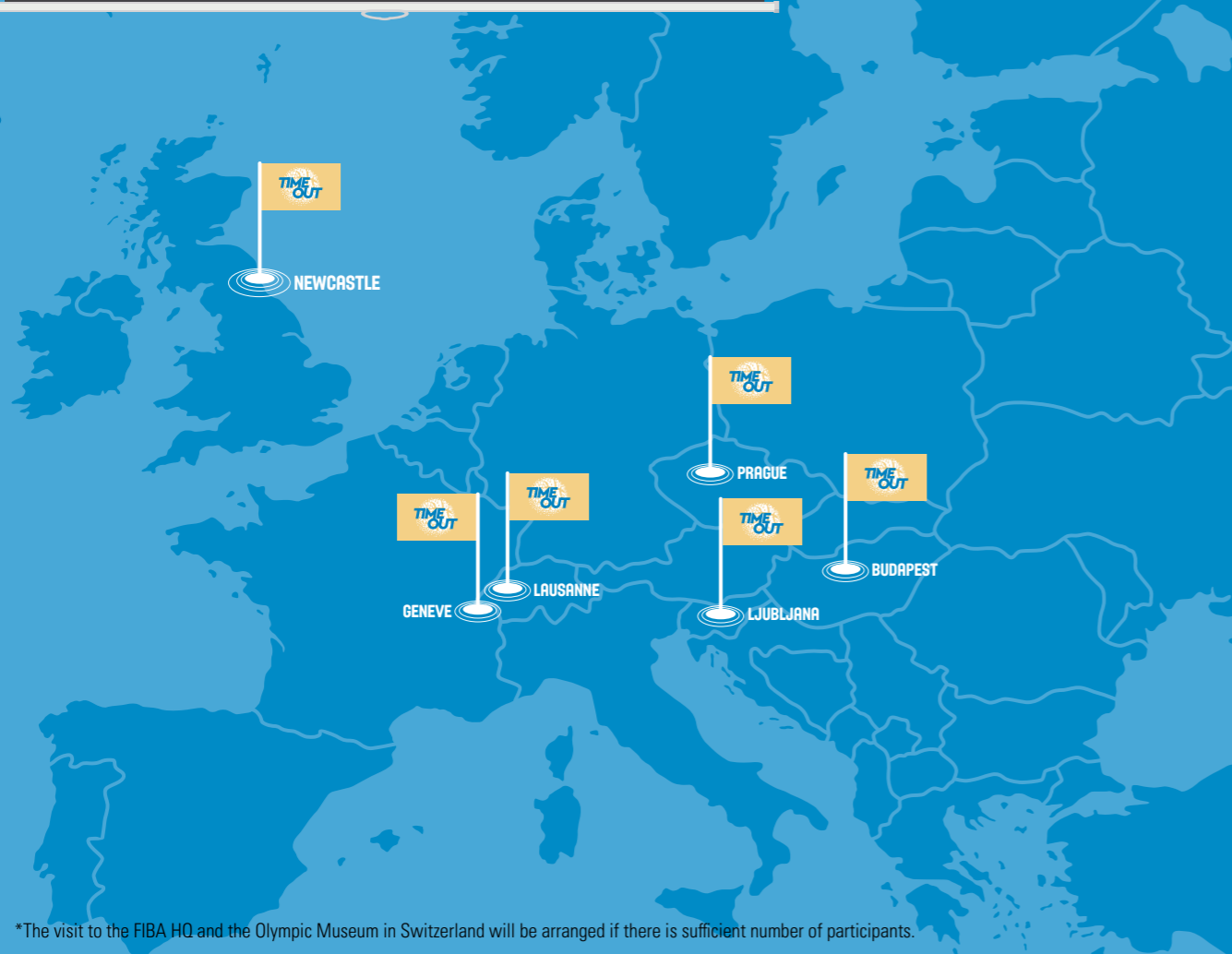
The **TIME-OUT** programme is **tailored to match each participant's interests and profile**. It comprises of three week-long sessions, each of which deals with a different aspect of sports administration and management. Delivered in English, the sessions are held over a period of 18 months in various European cities (Prague, Newcastle, Geneva\*, Ljubljana and Budapest).

Working in partnership with sports professionals, Newcastle Business School (Northumbria University) has developed the **Leadership and Management Programme**, an innovative work-related degree programme designed to build upon your skills as a professional sports person.

Additionally, one special session is planned to take place at the FIBA headquarters in Mies, Switzerland.

## THE COURSE LEADERS AND SPEAKERS

The course leaders and speakers, whether academics or sports, media or marketing experts, are among the **most influential international experts** in their fields. They bring their experience, knowledge, and insight to the stage through noteworthy and distinctive sessions focused on basketball and other sports organisations, technical aspects, organisation of events, management of staff and volunteers, the increased focus on marketing, promotion and communication, strategic aspects of relations with media partners.



# TIME-OUT PROGRAMME

8 MONTHS

- On-line course
- Home work
- Practicum (in a sport organisation)



## TIME-OUT schedule

- 30<sup>th</sup> December 2016:** Deadline for submission of player's nomination forms
- January/February 2017:** Interviews and selection of candidates (via Skype call and provided documentation)
- March 2017:** Final 80 player-participants announced
- April/May 2017:** Briefing for national federation tutors/player supervisors
- 23<sup>rd</sup>-25<sup>th</sup> June 2017:** Official launch of the project (during the EBW Final Round), Prague, Czech Republic
- 8<sup>th</sup>-15<sup>th</sup> July 2017:** 1<sup>st</sup> Workshop in Northumbria University, Newcastle, UK (6 days)
- End July 2017:** Online education platform in operation
- June or End of August 2018:** Visit of FIBA HQ and the FIBA Basketball Museum / Hall of Fame / Olympic Museum in Lausanne, t.b.c. (optional and may require additional financial contribution)
- July 2018:** 2<sup>nd</sup> Workshop in Ljubljana, Slovenia (6 days)
- August 2018:** 3<sup>rd</sup> Workshop, final assessment and Graduation ceremony, Budapest, Hungary

8 \*The visit to the FIBA HQ and the Olympic Museum in Switzerland will be arranged if there is sufficient number of participants.

## QUALIFICATIONS OVERVIEW

### 1. Leadership and Management Certificate/Diploma

This particular training takes players' existing experience and helps to translate it into credentials that are recognised universally, as well as providing a unique platform from which to move on to the next stage of their own personal career development.

**The programme will be delivered over three stages** with entry points depending upon individual existing qualifications and experience. Opportunities exist for candidates to join the programme directly at stage two based on existing competence developed as a professional sports person (fast tracking):

#### STAGE 1:

**(12 months) Initial introduction course recommended for everybody to take place.**

This first part will focus mainly on the fundamental principles of becoming a good sports manager by developing key administrative and management skills such as:

- **Developing learning skills**
- **Principles of sports management in basketball**
- **Business environment and functions**
- **Developing management competences**
- **Communication and social skills (How to become a good "ambassador")**
- **Organisational structures in basketball worldwide**

This part of the programme content will help participant players to develop and improve their existing managerial skills and overall knowledge of business, whilst smoothing the transition between sport and other careers.

Learners who successfully complete this stage will be allowed to **progress to stage two** or **exit with a Certificate HE in Leadership and Management.**

#### STAGE 2 AND STAGE 3:

Learners who successfully complete the 2<sup>nd</sup> stage will be allowed to **progress to Stage Three** or **exit with a Diploma HE in Leadership and Management.** And finally, learners who successfully complete the 3<sup>rd</sup> stage will be awarded a BA (Hons) Leadership and Management

All study materials are available online and as part-time/distance learning students, the individual books will be posted free of charge to wherever the student is located in the world.

The programme will be assessed by means of individually negotiated work-based reports. As distance learning students, participants will be supported fully on line and invited to attend support sessions at **Newcastle Business School** and selected European locations throughout the year as well as be provided with online tutorials and an ability to communicate via email, telephone and Skype.

Participants will be sent a link to an online reading pack before they begin their first module. Core materials will be available on-line and participants will receive weekly guidance via email with links to video casts/podcasts and associated reading.

### 2. FIBA Manager Qualification

FIBA Europe is creating an innovative programme designed specifically for basketball players.

**The unique distinction of this programme** in comparison to any other sport management degree on the market **is the prioritisation of basketball specificities throughout the whole academic process.**

The programme will be structured into a **ten-module learning** framework which will take student players through the fundamental principles of running a basketball organisation. This will be supported by basketball-specific lectures, seminars and workshops delivered on location at sports events, in the academic environment or at the offices of FIBA.

### 3. Player Development Manager (TALS certificate)

In parallel to the above mentioned two courses, a selected group of players will have **access to the TALS certificate.**

FIBA Europe through the secured partnership with TASS will provide training for players' mentors (TALS Qualification, certificate in Talented Athlete Lifestyle Support) with an introduction to the principles of supporting and mentoring talented athletes. It is designed to cover both, theoretical and practical aspects of the mentoring process. The certified TALS graduate will become a **player development manager**, working in close cooperation with FIBA/FIBA Europe and the International Basketball Foundation.

The Player Development Manager Certificate aims to equip basketball players with the tools they need to pursue careers in other sporting endeavours. This course will give players skills and knowledge to become competent basketball ambassadors in their countries. It will also allow them to work at the highest level of basketball/sports administration and management and to become qualified decision-makers and leaders. This qualification will entitle them to work with athletes from many other sports.

**A selected group of player development managers will be identified by FIBA Europe to deliver a purposely designed programme for player support and development across Europe.**

## ASSESSMENT

All assessment is designed to encourage improved practice in the workplace whilst also preparing for your future career and studies at postgraduate and professional level. The programme uses a combination of teaching and learning materials and techniques including:

- Self-study materials, providing knowledge and understanding, and helping you to apply ideas to the workplace
- Work-based assignments that give you an opportunity to develop and demonstrate your knowledge and understanding and provide evidence of competence
- Online workshops and tutorials where you are invited to share insights and experience
- Self-study workbooks are available online. These materials enable you to study at a pace that suits your own individual circumstances.

### E-learning

Participants have access to NU and FIBA e-learning platforms to deepen their knowledge and access detailed information and supporting resources.

### Individual Work

Each participant will be given a specific assignment that will be the base for their final report. This assignment will focus on a specific topic, project and/or strategy that will be defended orally at the end of the programme, before the FIBA Europe Examination Board.

### Work Placement

Participants are required to gain practical experience in a basketball or other sports organisation under the supervision of their local tutor/supervisor nominated by the national federation. The FIBA Europe **TIME-OUT** project team can provide assistance in finding such placements, which can be highly flexible.

Individual  
monitoring and  
supervision to help  
you achieve your  
goals!

## FINAL EXAMINATION AND GRADUATION CEREMONY

Each participant will be invited to present their final report orally, in front of the FIBA Europe Examination Board. This is your opportunity to defend your project or report and present the strategies and steps involved. Following this oral exam, a graduation ceremony will be organised. This ceremony will mark the end of your **TIME-OUT** and the start of a new chapter in your career.

## ACADEMIC PARTNERS

### Newcastle Business School (Northumbria University, Newcastle, UK)

With over 280 academic staff and 8,000 students the Faculty of Business and Law is one of the largest and well known faculties of its kind in the UK. As part of the faculty, Newcastle Business School (NBS) has a global reputation for delivering some of the best business management education in the UK. Having recently been awarded Association to Advance Collegiate Schools of Business (AACSB international) double accreditation in business and accounting, NBS is part of an elite group of less than 1% of business schools worldwide. The School is also accredited by EPAS for 18 undergraduate programmes – more than any business school in the UK.



[www.northumbria.ac.uk/about-us/academic-departments/newcastle-business-school](http://www.northumbria.ac.uk/about-us/academic-departments/newcastle-business-school)



### University of Physical Education in Budapest, Hungary

The most comprehensive and the oldest centre for education and training is sport and physical activity in Hungary with 86 years of history.

Most key areas of the European dimensions of sport, identified in the EU sport documents (White Paper, Communication and the recently issued Resolution on a 3-year EU Work Plan on Sport) are studied there and are subjects of cooperation with major stakeholders of Hungarian and European partner organisations. Research activities cover the entire human life-span.

[english.tf.hu](http://english.tf.hu)

### TASS (Talented Athlete Scholarship Scheme) UK

Sport England TASS is a Government funded programme that represents a unique partnership between talented young student-athletes, National Governing Bodies of Sport (NGB's) and the Higher (University) and Further (College/School) Education sectors.

TASS aims to provide the opportunity for young athletes to balance academic life with training and competition as a talented athlete without having to make the hard decision between the two.

[www.tass.gov.uk](http://www.tass.gov.uk)

## APPLICATION PROCESS

### Who can apply?

To be eligible for this executive leader's programme, applicants must meet the following criteria and be nominated by their national federation:

- Active or recently retired basketball players over 30 years of age
- Top (elite) national league players in their country, or national team players
- Education standard is a minimum of a high school diploma
- Excellent written and oral command of English language
- Highly motivated to attend 100% of all workshops and seminars in person and complete all e-learning tasks and assignments
- Players available during the summer to attend workshops and seminars (not active with national/club team in designated period).

### National Federation contribution to the project

Each FIBA European member federation can nominate participants for the **TIME-OUT** project providing that they meet the above stated criteria.

The following support from each federation is required:

- To nominate a maximum of two Players – one female and one male
- To nominate one tutor/supervisor (to supervise the practical assessments of the students in local environment and be the contact person for FIBA Europe)
- To cover the international travel expenses for two players to attend four to five workshops/seminars (Prague, Newcastle, Geneva, Ljubljana, Budapest).
- To pay participation fee of EUR 200 per player accepted in the programme
- To set up a specially designated sub-page or specific area on their web-site dedicated to "Players" and add all material provided during and after the project (education, dual career information, player's handbook, toolkits, PDM contacts, etc.)





## WELCOME ON BOARD!

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