

Agenda Item for Regional Bodies

1. How do we as regional federations encourage the development of our youth?
2. What will accelerate that development?
3. What will come in the way?
4. How do we overcome what will come in the way?

Youth Development Workshop

How will we as regional federations encourage the development of youth?

1. Empowerment/trust
2. Give them challenges
3. Trainings and skills/development
4. Facilitation
5. Listen to their views
6. Do not belittle their views
7. Do not patronize
8. Sports facilities
9. Talk to them not at them
10. Recognise and appreciate publicly
11. Exploit their talents by facilitating excess ability through resources
12. Participation/involvement
13. Capacity building
14. Reward and initiatives
15. Early learning and training
16. Ownership
17. Independence/positive discrimination
18. Encouragement
19. Respect

What will accelerate their development?

1. Empowerment
2. Further training/education
3. Incentive recognition/encouragement
4. Right person for the right job
5. Finance
6. Mentoring and shadowing organization
7. Target potential activity from grassroots
8. Project ownership
9. Loosing the reins but with umbrella protection and monitoring
10. Active listening
11. Active leadership at regional level to empower and facilitate training for grass-root
Jamaat members
12. Instil sense of community
13. Khoja awards for all generations with tiers

14. Volunteer training
15. Enlightenment of Executive Councillor's at every level
16. Empathy
17. Loyalty
18. Appropriate drivers/motivation
19. Ownership and recognition
20. Trust and respect

What will come in the way?

1. Fear of change
2. Finance
3. Culture
4. Ability/Confidence
5. Experience
6. Undermined by various groups of people
7. Time
8. Diversity
9. Training (or lack of)
10. The more senior players do not want to relinquish position
11. Generation gap
12. Intimidation of youth by seniors
13. Over zealous members who 'understand religion' may be a deterrent
14. Time value
15. Jamaat politics
16. Rituals/traditions stifle new ideas
17. Peer pressure
18. De-motivation due to bureaucracy
19. Lack of nurturing
20. Attitude of position holders /youth
21. No sense of belonging to the community
22. Loss of interest
23. Resources
24. Inherent resistance
25. Lack of interest
26. Lack of experience
27. Lack of recognition
28. Lack of manpower/trust
29. Lack of planning

How do we overcome what will come in the way?

1. Provide experience and knowledge
2. Close generation gap by mutual understanding
3. Grant positions plus responsibility (guided)
4. Look afresh at the concept plus understanding of the youth
5. Conduct needs assessment with their buy-in
6. Set standards of good Akhlaq plus positive ethos
7. Better planning - Short, medium, long-term plans
8. Team building
9. Better communication
10. Manage resistance
11. End goal