



To:
FMNs
CONUs

Cc:
Board of Directors

Mies, 4 November 2024

Applications Open: FIM Future Leaders Programme – Deadline December 31

Dear FMNs & CONUs,

We are pleased to announce the launch of the **FIM Future Leaders Programme**, developed in collaboration with the renowned International Centre for Sports Studies (CIES). This partnership combines academic excellence with practical sports management expertise to deliver a comprehensive curriculum that addresses the evolving needs of motorcycling.

This initiative is a key part of FIM's long-term vision to strengthen the capacities of National Federations and ensure a robust leadership succession plan. It represents a valuable opportunity to invest in the future leaders of your organisation.

Scheduled to commence in January 2025, the programme places particular emphasis on fostering gender equality and empowering women in leadership roles. As an initiative of the FIM Women's Commission, it ensures that half of the participants will be women, reflecting FIM's commitment to diversity and inclusion.

Participants will benefit from a multidisciplinary approach covering key areas such as leadership, strategy, environmental sustainability, and effective communication. The programme includes interactive webinars, leadership coaching sessions, a Capstone Project, and a two-day workshop at the FIM Headquarters in Mies, Switzerland.

We invite you to review the attached Programme brochure and encourage your Federation to apply. **Applications are open until December 31, 2024**, and can be sent to the FIM Academy at fim-academy@fim.ch. The programme will begin in early 2025.

The FIM Future Leaders Programme

is a transformative journey designed for high-potential employees destined to leadership roles within the National Federations.



The programme has been brought by the **FIM Women's Commission** with the aim of promoting gender equality and empowering women in the management of the National Federations.

The programme has been designed in collaboration with the **International Centre for Sports Studies (CIES)**, an independent study centre located in Neuchâtel, Switzerland. It was created as a Foundation in 1995 by the Fédération Internationale de Football Association (FIFA), the University of Neuchâtel, the City and State of Neuchâtel. Using a multi-disciplinary approach, CIES provides research and top-level education to the world of sport. Since its creation, CIES has aimed to be a bridge between the worlds of research, education, and sports organisations.

The goal of the FIM Future Leaders Programme is to ensure a robust pipeline of capable leaders who can step into critical positions as the need arises, thereby supporting the National Federations' long-term growth and stability.



FIM Future Leaders Programme



3 main dimensions per each subject area

Advanced knowledge

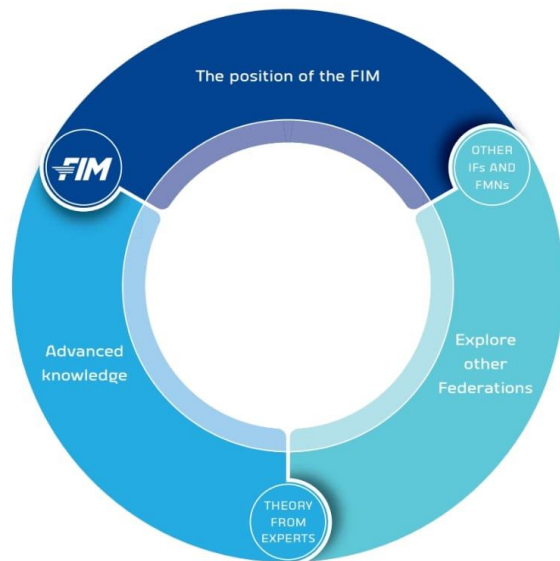
Have access to advanced knowledge and best practices with subject matters expert coming from different sectors bringing real-world experience, insights and diverse perspectives.

Explore other Federations

Explore what other International Federations have put in place and implemented and share the best practices of the FMNs.

The position of the FIM

Explore the position of the FIM for each subject area, the projects in place, the documents and development.



The programme is developed around:

5 subject areas split in 5 Modules



Leadership Coaching

The Programme includes a 360-degree leadership coaching component to foster comprehensive development in participants. This type of coaching provides feedback from all directions—peers, subordinates, supervisors, and self-assessment—which helps in creating a well-rounded view of one’s leadership capabilities and areas for improvement.

Each participant will have **1-hour individual coaching** to review their feedback report in details, ensuring they understand the insights provided, enhancing their overall leadership effectiveness and capacity to drive positive change in their National Federations.



Capstone Project to be submitted by the end of the Programme

During the Programme, the participants will work on a Capstone Project in the framework of the FIM Fund for the Promotion of Motorcyclists’ Activities.

The FIM allocates annually a substantial part of its revenue to the different grants and contributions to promote projects that will contribute to developing motorcycling throughout the world in accordance with the FIM’s strategic objectives.

The projects will be submitted to the Committee for the Management of FIM Reserve Funds for approval.

By incorporating steps for the development of a project, the programme ensures hands-on learning and practical application of skills and knowledge to drive meaningful change in their National Federations.



The Commitment and the National Federation Sponsorship

The FIM Future Leaders Programme requires a serious commitment both from the participant and his/her National Federation.

Sponsorship

Sponsorship implies that the National Federation of the participant will provide commitment of key stakeholders – including top management – to provide time and support for the project carried out by the participant. The FIM will cover the travel costs for the 2 days in Switzerland.

Length

A total of 8 months plus 2 days in Mies (Switzerland). From 2 to 4 hours a week for the participant to work on distance learning assignments (to be managed between professional and personal time).

Attendance

The participant must attend at least 80% of all scheduled sessions. Attendance at the online opening session, as well as the final sessions in Switzerland, is mandatory.

Absences

More than three unexcused absences will result in a formal warning and potential consequences. Excused absences must be supported by documentation (e.g. medical note, employer letter) and pre-approved where possible.

Non-compliance

Participants failing to meet the attendance requirement will receive a warning. Continued non-compliance will result in ineligibility to receive the certificate of completion and a reimbursement of 2000 chf will be requested.

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Admission Criteria

The following criteria to apply to the programme have been identified by the CFM in collaboration with the FIM Academy:

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| 1 Proficient/Fluent English | 9 Video presentation (max 2 minutes) |
| 2 Documented involvement in the development of motorsport within an FMN for the past 4 years | 10 Ability to travel to Switzerland |
| 3 Volunteering experience preferred | 11 Close attention to detail and accuracy |
| 4 Minimum age requirement: 25 | 12 Proven teamwork ability |
| 5 Maximum age requirement: 55 | 13 Good communication skills |
| 6 Letter of motivation by the participant | 14 Good computer literacy |
| 7 Letter of recommendation by the FMN | 15 Longevity: the guarantee that the participant will work at least 3 to 5 years for their federation |
| 8 CV | |

An interview can be organized in case of numerous applications or doubts regarding a candidate's skills.

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Length of the Programme

8 months online
17 synchronous webinars
and online self-paced online Modules

2 days at the FIM HQ
in Mies (Switzerland)

Dates

Application
from October to end November 2024

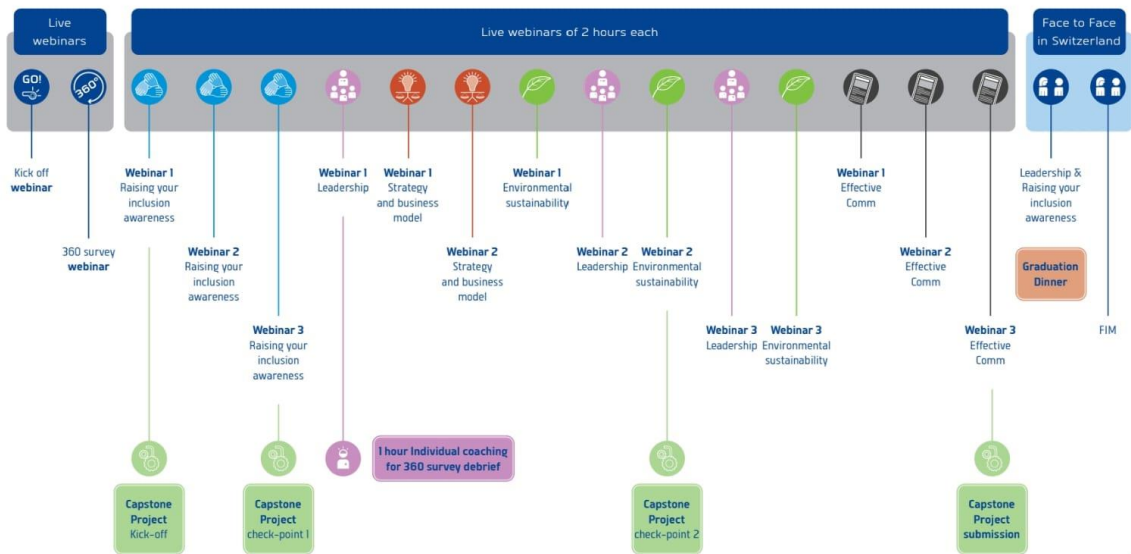
Programme Kick off
mid-January 2025

Selection Panel

A selection panel has been identified in order to ensure a fair, unbiased, and comprehensive selection process assuring that the right candidates are chosen to participate, which directly impacts the effectiveness and success of the programme.

The 10 members of the selection panel are all FIM Family members, with a strong understanding of the motorcycling industry and who have proven their commitment to developing motorcycling from in and outside of FIM.

They have been chosen to guarantee diverse perspectives, gender and ethnic diversity.



Key Learnings

Leadership

Strengthened leadership skills and personal growth as a motorcycling National Federation leader.

Key trends

Deeper understanding of key trends affecting the sport industry.

Presentation

Presentation of a project in the framework of the FIM Fund for the Promotion of Motorcyclists' Activities.

Innovation

Hands-on experience in fostering innovation in today's motorcycling landscape.

Network

An international network with peer managers from National Federations

