



Thursday, April 3, 2025

New Board Member Questionnaire

Name

Alana Grant

Email

Phone Number

Division(s) of your child(ren) for the upcoming 2025-26 season

U7

U11

Have you served on the Board previously?

No

Position you are currently interested in:

VP of 'H' Program (2 year term)

Why do you want to join the Board of Directors?

I would like to join the Board of Directors to continue contributing meaningfully to the development and success of RMMHAs 'H' hockey program.

Having served in various roles over four years (U6 & U9 team manager, U7 treasurer, multiple years HCSP, Intro to Hockey Division Manager, and H division jersey coordinator), I've gained a valuable and balanced perspective of the experiences of players, families, and volunteers. This involvement has allowed me to engage with many of the key responsibilities outlined for the VP of 'H.' I've also gained a deep appreciation for the magnitude of work required to create fun, exciting, and safe experiences for the almost 350 athletes in the division.

I believe I can offer thoughtful leadership that is grounded in experience, collaboration, and a genuine commitment to our RMMHA families.

What do you hope to achieve while sitting on the Board?

While on the Board, I hope to build upon the existing frameworks (U5 mini, U6 intro – school based, U7 & U9 major/minor player pathways) while enhancing the consistency and quality of the player and family experience by continuing to optimize areas such as evaluations, team formation, and coach support. Our outgoing VP has been in the role for the entirety of my RMMHA experience; I am keen to honor the knowledge and kindness I have witnessed, particularly in light of the major/minor + full ice U9 pilot changes, while also finding tangible ways to ensure Respect, Desire, and Pride are consistently required of every individual in RMMHA.

Via my other volunteer roles, I have suggested and completed digitizing the H gear inventory, as well as building an H division management task tracker. Further, along with Devon S. & Heather C. I made significant contributions to the H athlete end of year evaluation & definitions, the H division manager evaluation, and the H division coach self assessment. I am proud of this work, and believe formalizing these practices will contribute to the integrity of like-skill based player groupings as well as coach selection. As such, I also hope to discover what other areas I may be able to contribute to the organization and modernization of tools and resources in service to the board, managers, and coaches.

Though my skill set is arguably administrative, I also hope to contribute to the organization and transparency of player development. My goal is to help retain players, foster safe and appropriate

development opportunities for all skill levels, and strengthen family trust that each player is provided an opportunity to grow in a way which aligns with their own goals and abilities. For example, I hope to actualize plans (which Devon S. has drafted this year, relative to coach and manager feedback) for players entering U7 & U9 who are new to hockey. Rather than undergo evaluation for major/minor, they would be supported to acquire basics within the first 4 to 6 weeks of the season, which will ultimately optimize their experience once placed on a team. I hope to also explore how excellence can be balanced with inclusion - meaning what could be done to provide additional opportunities for development for those who desire a stronger skills foundation (acknowledge the fiscal and ice considerations).

I also see a potential opportunity to subtly inject some of my professional knowledge and organizational skills (re: psychological health and safety in the workplace, non-violent crisis intervention, establishing corporate education infrastructure and content, and change management and consequence mitigation) as may be relevant or helpful to RMMHA processes or communication plans. On the other hand, I also hope to continue learning and growing my hockey and association knowledge, and welcome the perspectives and experiences of all other board members.

What makes a great Board member?

A great Board member demonstrates strong, fair leadership through collaboration, dependability, innovation and the application of a solution focused lens, all while upholding our RMMHA values. They are guided by the best interests of the players and are willing to engage thoughtfully in decision-making processes to iterate and modernize systems. Strong communication skills, respect for diverse perspectives, and a willingness to take on both strategic and operational responsibilities—such as sitting on committees, liaising with coaches and managers, and supporting evaluations—are essential. Above all, a great Board member leads with integrity, consistency, and an obvious passion for positively contributing to the sport of hockey and the RMMHA community.

How many hours can you commit to the Board of Directors?

2-10hours per week, on average with acknowledgment of the seasonal variability

Previous RMMHA Volunteering

Manager

Division Manager

Team Treasurer

HCSP

2 seasons of H division Jersey coordination

Other relevant skills, talents, expertise and/or experience:

- Superb organization and communication skills
- Exceptionally detail oriented (previous Critical Care Registered Nurse)
- Extensive professional experience with project and process development, communication plans, multimedia presentations, content design, survey design, and application of current theory and methodology regarding employee retention