

2026 FTMI SCENARIOS

Scenario 1: Leading Through Change

Your club or facility is undergoing a major reconstruction project that involves contractors and casual labourers. Some members of the maintenance team are expressing concern and resistance, fearing an increased workload and potential job losses once the project is complete.

If you were a member of the team, how would you like this situation to be communicated to you, and secondly if you were the manager, how would you explain the upcoming changes to your team to reduce fear and build trust?

Scenario 2: Handling a Conflict

Two of your colleagues, who normally work well together, are currently in conflict over the direction of a major project. Their disagreement is beginning to affect team morale and overall productivity.

How would you approach resolving this conflict? Describe how you would support the individuals involved, as well as help the broader team move forward and collaborate effectively once again.

Scenario 3 – Communication

You are the leader of a work crew when a chemical spill occurs. After ensuring the immediate safety of your team and containing the situation, you learn that the incident was caused by the direct actions of a team member.

As the leader, do you take responsibility for the incident and focus on resolving and learning from it, or use it as a training opportunity to better prepare the team for the future?

Please explain how you would handle this situation, including the approach you would take and how you communicate with both the individual involved and the wider team.

Scenario 4 – Decision-Making Under Pressure

It's 5:00 AM on the morning of a major fixtured event. The Superintendent/Ground Manager is away on annual leave, and you are the acting lead for the grounds crew. Overnight, a severe thunderstorm has passed through, leaving minor flooding, debris and turf damage in its wake. The scheduled activity is 8:00 AM, and the General Manager/CEO is expecting full play to go ahead as planned.

Please tell us how you would handle this situation from the moment you arrive. How would you prioritise tasks, communicate with your team and other stakeholders, and make decisions under pressure?