

ICE SPEED SKATING NEW ZEALAND INCORPORATED

STRATEGIC PLAN – 2009 to 2012

INTRODUCTION

Speed skating appeals to those who enjoy extreme sport, a rush of adrenaline from speed, being fit and the opportunity for competition. Members come from diverse backgrounds and pursue this unique sport because it provides a combination of both mental and physical challenges. It encourages the development of healthy lifestyle as well as the mental demands of high level racing..

MISSION

”To promote and encourage participation in the sport of ice speed skating and to achieve excellence

VISION

To produce champions through coaching, support, dedication and ability

VALUES

Ice Speed Skating will be driven by the following values:

Recognition of the right of ice speed skaters of any age, sex, race and ability to compete with equal opportunity

Ice speed skating as both a sport and recreational activity

Fair play

Participation and excellence

Trust, teamwork and camaraderie

The health and well-being of participants

Communication and cooperation

Informed leadership and professional administration

GOALS

GOAL ONE

To establish a long term athlete development plan

GOAL TWO

To have quality governance, management and administration of the ISSNZ and Sport

GOAL THREE

To provide a strong financial base to ensure the Strategic Plan can be achieved

GOAL FOUR

Establish a development pathway for Coaches, Officials and Athletes Representation

GOAL ONE – (40% of effort)

TO ESTABLISH A LONG TERM ATHLETE DEVELOPMENT PLAN

In order to provide the opportunity for skaters to excel the ISSNZ must establish a Skaters Development Pathway. This will comprise of effective methods of communication and documented policies that will guide them through the stages of their development.

Objective	Strategies	Performance Indicators
Design and Document a Skaters Development Plan through Documented Policies and Programs and an effective communication process	<ul style="list-style-type: none">• Prepare an outline of Skaters Development from grass roots through to International Representation• Establish a Code of Conduct for all Members• Establish a Selection Policy for National and International representation• Establish an Athletes Agreement for all Selected skaters• Establish a High Performance Program• Establish a Talent ID Program• Create an effective website	<ul style="list-style-type: none">• That all Policies are Documented and recorded on the website• That all new members sign a Code of Conduct as part of their Registration Requirement• That all Selected skaters comply with the Athletes Agreement• That the HP Program and Manager are established

GOAL TWO – (40% of effort)

TO HAVE QUALITY GOVERNANCE, MANAGEMENT AND ADMINISTRATION OF THE ASSOCIATION AND SPORT

In order to provide an effective environment for the growth and development of the ISSNZ it is essential that the management and administration is based on sound business practices and effective communication

Objective	Strategies	Performance Indicators
<p>To have quality governance and management that will enable the sport to be run efficiently and give clear visibility and direction to all members</p>	<ul style="list-style-type: none">• Rewrite the Constitution to ensure it is concise, easy to read and meets the current and future needs of members• Review and amend the Rules and Regulations to ensure they are relevant to the sport today• Establish simple documented policies and procedures and encourage the best people with appropriate skills to administer the ISSNZ• Implement a governance and management review program to ensure that procedures are in place and tasks are managed in a professional way	<ul style="list-style-type: none">• Present a new Constitution to members for review and adoption by the next AGM• The Board will adopt the amended Rules & Regulations and circulate these to members• Documented Policies are established and available on the website.• The Board work together in an effective way to promote harmony in the Sport

GOAL THREE – (10% of effort)

TO PROVIDE A STRONG FINANCIAL BASE TO ENSURE THE STRATEGIC PLAN CAN BE ACHIEVED

To facilitate the growth and long term planning of the ISSNZ it is essential that we plan, control and manage our financial resources in an effective way.

Objective	Strategies	Performance Indicators
Develop a Financial Strategy to maximise the use of resources to ensure that the ISSNZ can achieve its goals	<ul style="list-style-type: none">• Prepare Projections based on development and strategic plans• Ensure all projects are budget based and set at break even.• Establish project based regular reporting• Introduce an annual Registration fee for all members to ensure they are accurately recorded on the ISSNZ data base• Make timely applications for Funding from Charitable Trusts to assist with projects• Ensure all expenditure is pre approved and budgeted for.	<ul style="list-style-type: none">• Monthly financial reporting to budget• All membership forms and subscriptions are collected promptly and a membership data base established• Receive external funding towards projects

GOAL FOUR – (10% of effort)

ESTABLISH A DEVELOPMENT PATHWAY FOR COACHES, OFFICIALS AND ATHLETE REPRESENTATION

The ISSNZ recognises the importance of its volunteers and will develop a pathway to encourage, train and promote officials, coaches and athlete representation.

Objective	Strategies	Performance Indicators
<p>To establish a program to increase the level and knowledge of officials and coaches.</p> <p>To encourage skaters to form an Athletes commission to ensure that the Sport is athlete focused and provides a pathway for them to excel.</p>	<ul style="list-style-type: none">• Adopt a program to encourage more parents to assist at competitions• Introduce training programs to improve the skills of administrators, officials and volunteers• Provide resources to enable officials and coaches to maintain and improve their level of ability and experience• Develop a forum for athletes to contribute to the ISSNZ and to elect a representative to attend Board meetings.• Establish links on the website to keep officials, administrators, and coaches updated on all Speed Skating matters	<ul style="list-style-type: none">• Have an Officials and Coaches link on the website• An increase in the number of volunteers at competitions• An athletes voice on the Board

