



Whole Of Sport



Introduction



- Why me?
- Q & A may be the most valuable time
- State perspective with a National understanding

Quick timeline



- 11/12 Season change to membership across the country
- Established unified working behaviours post 11/12
- Consultant report completed December 2017 after audit.
- Recommendations considered by all stakeholder groups.
- Decision to undertake further work to expand shared services as agreed at the President's meeting on the February 2018.
- Committees established to review working areas post the President's meeting.
- Committee work shared with the leadership team in the months following: March, April, May, June.

Working Behaviours



- National working behaviours are also cultural (understood and must contribute – committees and consider the bigger picture).
- Finance – collaborative budget process, cost recovery model.
- Membership – Consistent member categories, membership levies, common data base and system of registration.
- IT – TA leadership 0.2 provided by STTA and third party for SharePoint project assistance, general IT enquiries, and any platform, software, or hardware. Office 365 (centralised).
- Coaching – centralised leadership TA and 0.2 provided by STTA.
- HP – centralised leadership TA and 0.2 provided by STTA.
- Top Club – centralised leadership TA and 0.2 provided by STTA.

Decision Time –post the report

- The sport decided to expand unified behaviours and then progress to ‘One Management.’
- The following are the areas for expansion:
- Sponsorship – would enhance the ‘assets’ that the sport has to offer.
- Common policy/operational areas – ‘low hanging fruit’ and could encompass a central repository of policy documents (reduce duplication). Also consider: common procurement, legal, IT (SharePoint).
- Finance – central bank accounts, expanded payroll, improve STTA expertise, reduce duplication.
- National HR structure – standard employment contracts, common position descriptions.
- National programs – Top Club, TryStars etc.
- Data management and IT – included post the President’s meeting.

Why Consider this?

- In the best interest of the sport
- Makes sense to coordinate and collaborate
- What value will it return to the end user (squash player)/ clubs/ centres?
- What changes will every organisation make?
- How will it deliver the strategy?
- How will it deliver the future and what does that look like in the workplace (growing the team, work environments)?
- What does each state need? What does SA need? (everyone says more people)
- Who will manage/drive the change (large scale project)?

Hold on a Minute!

- Reporting lines
- Competing objectives (National V State and State V State)
- National programs and local delivery
- Team buy-in / opt out any time (National risk)
- Money
- Personalities
- Tradition

Challenges

- Duplication versus efficiencies
- Current workload of human resources versus new projects
- Desired outcomes and risk (Boards)
- Current structure (federated) and streamlined decision making.
- Future operating model versus achieving the strategic plan (current plan built with a different structure in mind).
- Shifting power

The Future



Q & A