

Case study – Kayak

Development of a club using quality planning and systems

Outcome No – 6 Capability / 5 coach development / 4 increased memberships S / 3 increased memberships J / 2 Club memberships / 7 Sport Specific Initiatives

SW Strategy – Lead the development of sports plans to increase the capability of codes in the region

Need – Structure and planning to enable the club to grow by effectively managing current volunteers and growing both these and athlete numbers.

Issues

- No effective governance structure or committee in place
- No long term / development plans in place
- Growth limited by lack of specific skills (planning / funding / coach development / H.R)
- Unable to cope with increasing demand (*coaching and resources*)

Process – Engage with sport, promote benefits of providing structure to the club, make connection to NSO, agree on requirement for plan#, sections within plan and timeline, roll out and manage progress, assist with options as issues arise (*mentoring*). Assess progress and update 2 year plan

Desired outcomes

- **Community / Audience** – Ability to engage in and enjoy / achieve at desired sport
- **Sport(s) / Schools** – Ability to grow club and deliver to members
- **SW** – Increased capability for the sport and outcomes for members
- **Other – Funders / sponsors** – Making a meaningful difference in the local community

Linkages – As noted above links to a number of related outcome areas and programmes / strategies

Influence – Providing the structures, upskilling, mentorship and support for the club. In addition to this providing the “can do attitude”.

Provided assistance with governance and committee up skill

Put in place coach development plan and assisted with Kiwisport app for this

Linked club to promising athlete programme

Linked club to funders

Partners – SW / Club / Schools / Funders / NSO

Key learning's - Codes / clubs especially smaller codes need assistance across the spectrum of governance, planning, structure, development, HR, mentoring and partnering.

Where some or all of this is provided many of the issues / barrier to club development disappear

Successes / Evidence – Growth in club no's over 2 years 40 to 100 members

Increased funding and support for club

Approach from associated groups for assistance given success of Kayak

Sustainability / Growth - The club is now rolling over its 2 year plan with increased outcomes. This has also led to an approach from the Triathlon component of the club for a plan and an overarching agreement. The combined group is also looking at putting in place a .5 RDO in conjunction with the Trust and funders.

(# Plan addresses - Governance / Capability / Finance / Facilities / Coach & Volunteer development / Athlete development / Junior and senior membership / Marketing & comms / Competition and events / Partners & Relationships – and incorporates SW and other partner roles.)