



STRATEGIC PLAN

2010 – 2012

OUR VISION

To be the leading women's sport in the Oceania region by 2019.

OUR MISSION

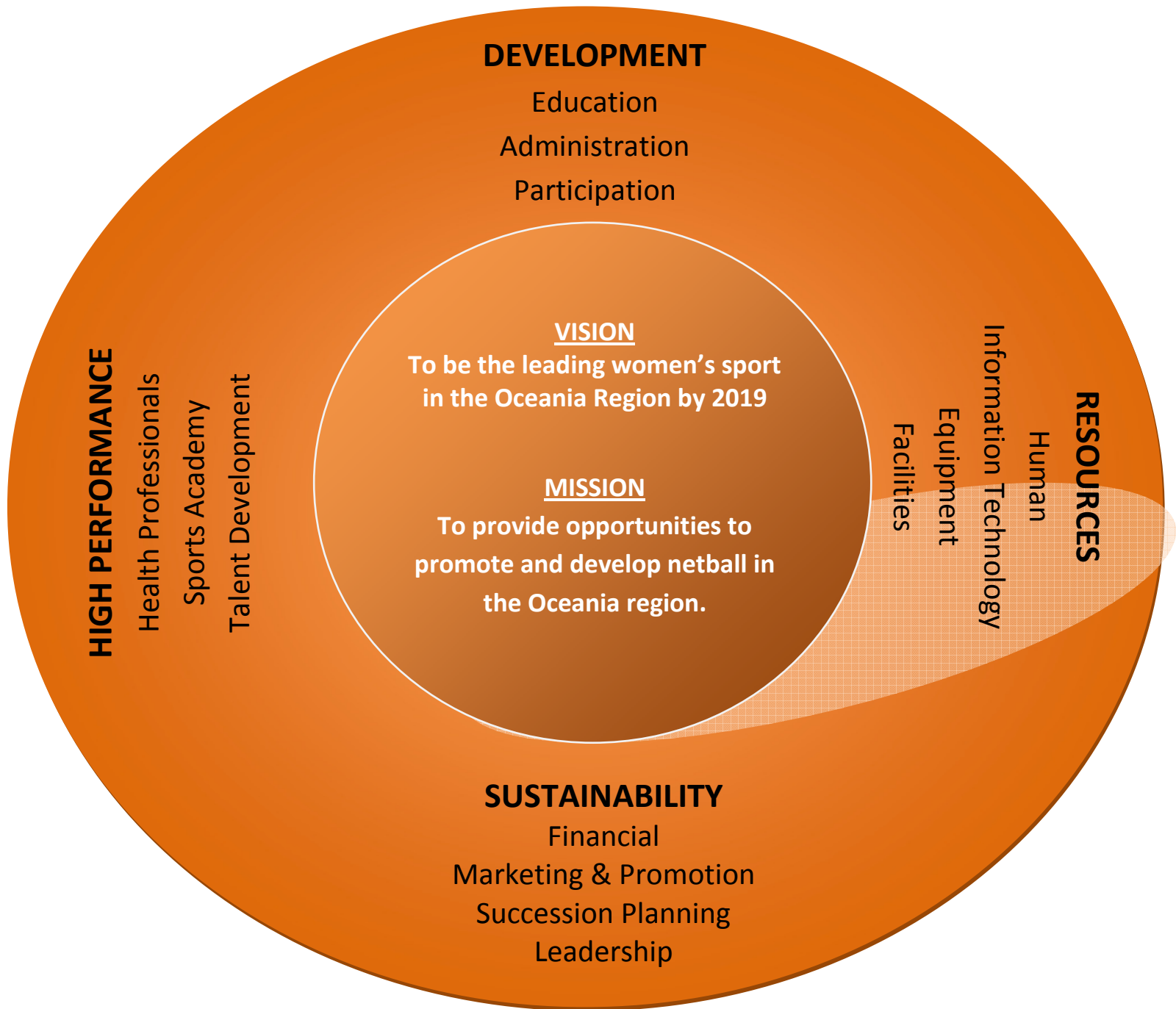
To provide opportunities to promote and develop netball in the Oceania region.

We will know we have achieved this when:

- Strong communication links between Oceania Netball Federation (ONF) and members have been established
- We consistently have high performing Governance , Administrators, Team Officials, Bench Officials, Teams and Players
- Quality Coach, Umpire, Officials, Player and Administrator development pathways are in place
- The region is financially sustainable
- 80% of Oceania countries are financial members of the region
- The regions national netball organisation's have sufficient resources to remain viable and competitive

OUR VALUES

- **C**ommitment
- **E**mpowerment
 - Opportunity
 - Nurture
- **T**ransparency
 - Honesty
 - Fairness
 - Accountability
- **R**espect
 - Culture
 - Religion
 - Race
 - Gender
- **E**xcellence
 - Success
- **C**ommunication
 - Cohesion
 - One Voice



SUSTAINABILITY

1. FINANCIAL

GOAL	KEY SUCCESS FACTORS	STRATEGIC INITIATIVES	TARGETS
<p>To develop alternative revenue streams and create strong financial management to provide for an enduring future for the Oceania region.</p>	<ul style="list-style-type: none"> • Regional Finance Committee (RFC) established • Regional funding matrix developed annually • Grow revenue via alternative income streams • Maintain sound financial systems 	<p>1.1 Develop & implement a plan to increase revenue.</p> <p>1.2 Create an annual funding matrix which lists all dates funding required & possible funding agencies to apply to for funding.</p> <p>1.3 Develop & submit funding applications as per the regional funding matrix schedule.</p> <p>1.4 Actively pursue sponsorship agreements with two international organisations annually.</p> <p>1.5 Develop, document & share sound financial systems & reporting templates.</p> <p>1.6 Develop & implement a Risk Management plan to safeguard the future of netball in the Oceania region</p>	<p>2010</p> <p>2010</p> <p>2010 - 2012</p> <p>2010</p> <p>2010 - 2012</p> <p>2010 - 2012</p>

SUSTAINABILITY

2. MARKETING AND PROMOTION

GOAL	KEY SUCCESS FACTORS	STRATEGIC INITIATIVES	TARGETS
Build a positive profile for the ONF on the international stage.	<ul style="list-style-type: none"> • Keep netball at the forefront of people’s minds • ONF Website is established, up to date, informative, interactive & innovative • Promotion of netball brand to ensure buy-in of the region • Portfolio of branded merchandise, resources and promotional items created 	2.1 Develop & implement ONF Communications Plan 2.2 Branded merchandise & promo items are developed for purchase by members 2.3 Investigate website development for ONF 2.4 Build a database of members via an online social network to promote netball activity & networking opportunities 2.5 ONF brand is promoted via all marketing opportunities 2.6 Investigate/research a suitable online registration package for members 2.7 Introduction of individual membership to ONF to broaden supporters base	2010 - 2012 2010 - 2012 2010 2011 - 2012 2010 - 2012 2011 - 2012 2011 - 2012

3. SUCCESSION PLANNING

GOAL	KEY SUCCESS FACTORS	STRATEGIC INITIATIVES	TARGETS
To ensure continuity and future progression of the ONF & its members.	<ul style="list-style-type: none"> • Succession plan for ONF Executive & Administrators is in place • An ONF Administration Manual is in place • Members have Governance succession plans in place 	3.1 The ONF Executive will develop & implement a succession plan for ONF President & Executive & Administrators	2010 - 2012
		3.2 The ONF Liaison will document all administrative requirements of the ONF	2010 - 2012
		3.3 Members will develop & implement a succession plan for Country Executives & Administrators	2010 - 2012

4. LEADERSHIP

GOAL	KEY SUCCESS FACTORS	STRATEGIC INITIATIVES	TARGETS
To promote strong and clear visionary direction for the ONF and its members.	<ul style="list-style-type: none"> • ONF will be a voice on regional & international netball issues • Have strong visual leadership 	4.1 Planning support offered to members	2010 - 2012
		4.2 Identify leadership training opportunities for ONF Executive & member Governance	2011 - 2012
		4.3 Succession plan in place for rotation of Executive Committee (refer 3.1)	2010 - 2012

DEVELOPMENT

5. EDUCATION & ADMINISTRATION

GOAL	KEY SUCCESS FACTORS	STRATEGIC INITIATIVES	TARGETS
To provide support & expertise to promote & enhance the development of members in the game.	<ul style="list-style-type: none"> Quality Coach, Umpire, Team Officials, Bench Officials, Administrators & Player development pathways in place Retention of quality members within the ONF Provision of pathways to offer members the opportunity to succeed within their country & region Experienced facilitators provide game development opportunities 	<p>5.1 Game Development Advisory Group (GDAG) established.</p> <p>5.2 Annual Game Development plan created & implemented by the GDAG.</p> <p>5.3 Annual Game Development budget created & implemented.</p> <p>5.4 Annual ONF & GDAG meetings</p> <p>5.5 ONF member evaluations completed annually.</p>	<p>2010 - 2011</p> <p>2010 - 2012</p> <p>2011 - 2012</p> <p>2011 - 2012</p> <p>2010 - 2012</p>

DEVELOPMENT

6. PARTICIPATION

GOAL	KEY SUCCESS FACTORS	STRATEGIC INITIATIVES	TARGETS
To attract, develop and retain a robust base of talented and committed ONF members and netball volunteers	<ul style="list-style-type: none"> • Grow participation numbers in line with population growth 	6.1 Develop a participation strategy to ensure netball is affordable & accessible	2011 - 2012
	<ul style="list-style-type: none"> • Increase spectator base at all levels of the game 	6.2 Develop a plan to recruit, retain & recognise volunteers annually	2011 - 2012
	<ul style="list-style-type: none"> • Have an accurate picture of all aspects of volunteering & its challenges and source programs to address these 	6.3 Create opportunities for young people to develop their skills & gain experience to run the game in future – succession planning (refer 3.3)	2011 - 2012
	<ul style="list-style-type: none"> • Attract a large pool of young people into all aspects of the game 	6.4 Target local schools & develop communication plan to introduce member organisations to school personnel	2011 - 2012
	<ul style="list-style-type: none"> • Develop school, community & member links to encourage shared resources 	6.5 Develop & coordinate delivery of School/Community player development programme annually	2011 - 2012
	<ul style="list-style-type: none"> • Regional plan developed to attract & retain new members to the ONF. 	6.6 ONF plan developed and implemented, attracting a minimum of 3 new members from within the Oceania region each year.	2011 - 2012

RESOURCES

7. HUMAN, IT, EQUIPMENT & FACILITIES

GOAL	KEY SUCCESS FACTORS	STRATEGIC INITIATIVES	TARGETS
To promote the provision of quality facilities, equipment and resources to meet the game's future needs	<ul style="list-style-type: none"> Facilities strategy developed & distributed to members 	7.1 Develop & implement a facilities survey with members	2011 - 2012
	<ul style="list-style-type: none"> The region has a number of quality indoor & outdoor facilities to host regional & international events. 	7.2 Work in partnership with ONF and members to maximize opportunities for the development of netball facilities specific to netball	2011 - 2012
	<ul style="list-style-type: none"> Access to netball facility within reasonable distance from every corner of the region 	7.3 Opportunities to bid for hosting of regional & international events in the Oceania region.	2011 - 2012
	<ul style="list-style-type: none"> The ONF is consulted for advice regarding new sports facilities being developed and finalized in the region. 	7.4 Volunteer strategy developed & implemented (refer 6.2)	2011 - 2012
	<ul style="list-style-type: none"> Members report a increased selection of volunteers to undertake roles within netball 	7.5 Resource suppliers sourced & approached for group discounts & sponsorship for ONF & members	2011 - 2012
	<ul style="list-style-type: none"> Quality equipment & resources available to members as required 	7.6 Pre-loved uniforms & resources distributed annually to members	2010 - 2012
		7.7 Travel & Freighting suppliers approached for discounts & sponsorship for ONF & members.	2011 - 2012

HIGH PERFORMANCE

8. HEALTH PROFESSIONALS, SPORT ACADEMY & TALENT DEVELOPMENT

GOAL	KEY SUCCESS FACTORS	STRATEGIC INITIATIVES	TARGETS
To deliver a quality High Performance programmes in the Oceania region	<ul style="list-style-type: none"> ONF & member countries have aligned HP plans 	8.1 ONF HP Advisory Group (HPAG) established	2011 - 2012
	<ul style="list-style-type: none"> ONF members are successful in achieving their objectives at regional & international tournaments 	8.2 Members develop & implement country HP plan which aligns to ONF HPAG plan	2011 - 2012
	<ul style="list-style-type: none"> Members are able to progress to international level via the Oceania region 	8.3 Members appoint credible & quality HP Team Officials	2011 - 2012
	<ul style="list-style-type: none"> Elite members are encouraged to stay within the Oceania region to build strength & depth 	8.4 Investigate scholarship opportunities for players, coaches & umpires where available	2011 - 2012
	<ul style="list-style-type: none"> To achieve high performance goals in partnership with ONF members 	8.5 Access appropriate resources to enhance performance	2011 - 2012
	<ul style="list-style-type: none"> Talent development plans are established & delivered to members 	8.6 Members develop & maintain pathways for players, coaches, umpires & officials	2011 - 2012
	<ul style="list-style-type: none"> An ONF Sports Academy is established & implemented 	8.7 Regular communication with ONF & members on HP programmes & initiatives	2011 - 2012
	<ul style="list-style-type: none"> An ONF Pacific Umpire Squad is established & implemented. 	8.8 Members create & implement Talent development plans	2011 - 2012
		8.9 Investigate & report on ONF Sports Academy concept	2011 - 2012
		8.10 ONF Pacific Umpire Squad (PUS) established, implemented & succession plan developed & implemented.	2010 - 2012