

# Summit - June 2009

## Straw Man Components and Questions

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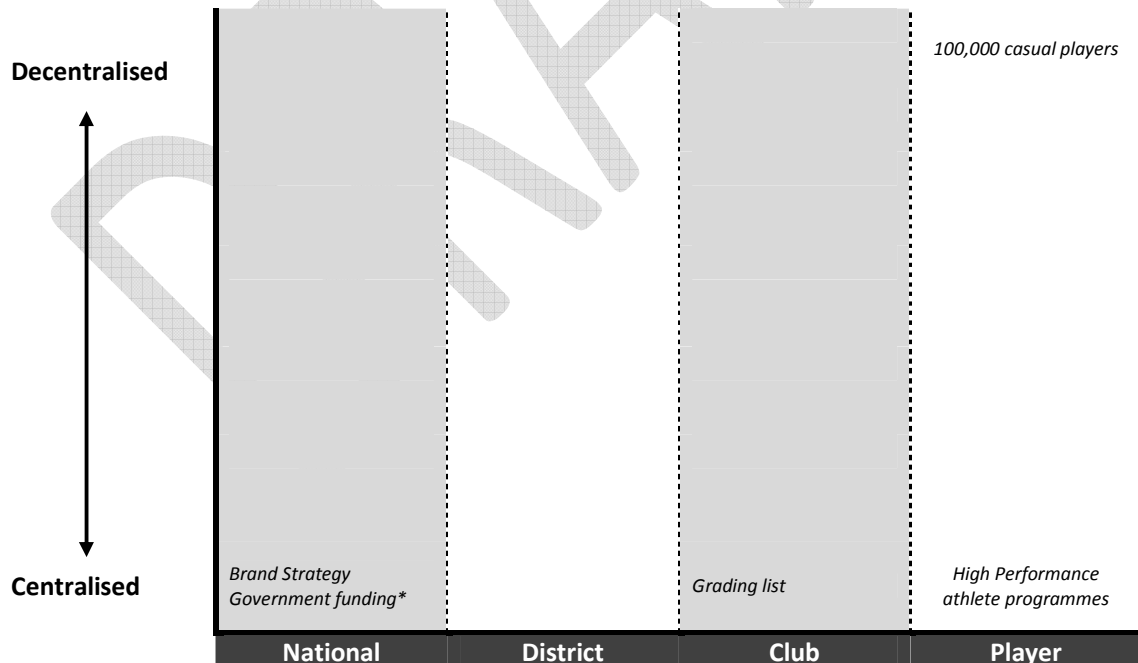
### Purpose and Priorities

The following discussion will be based on the premise that the Strategic Goals are as follows and decisions will be taken in order to achieve the following goals:

1. Squash NZ is CONNECTED with every person & facility associated with the game
2. Squash Facilities are healthy, welcoming and relevant
3. The LEADERSHIP & SUPPORT provided by a capable & aligned national office and regions is valued by all
4. Everyone is supported by a clear PATHWAY. Their SUCCESS profiles the game and inspires participation
5. One Strong Brand

### A tool that might help you organise your thoughts

There are lots of ways to organise your thinking but before getting into specific options, try a mapping exercise. If you haven't used them this may seem challenging at first but can be worth the thought process. I have included a simple mapping tool below for you to use if you wish. It is designed as a prompt to help thinking about where elements, issues, solutions and roles within the sport may 'live' or be housed.



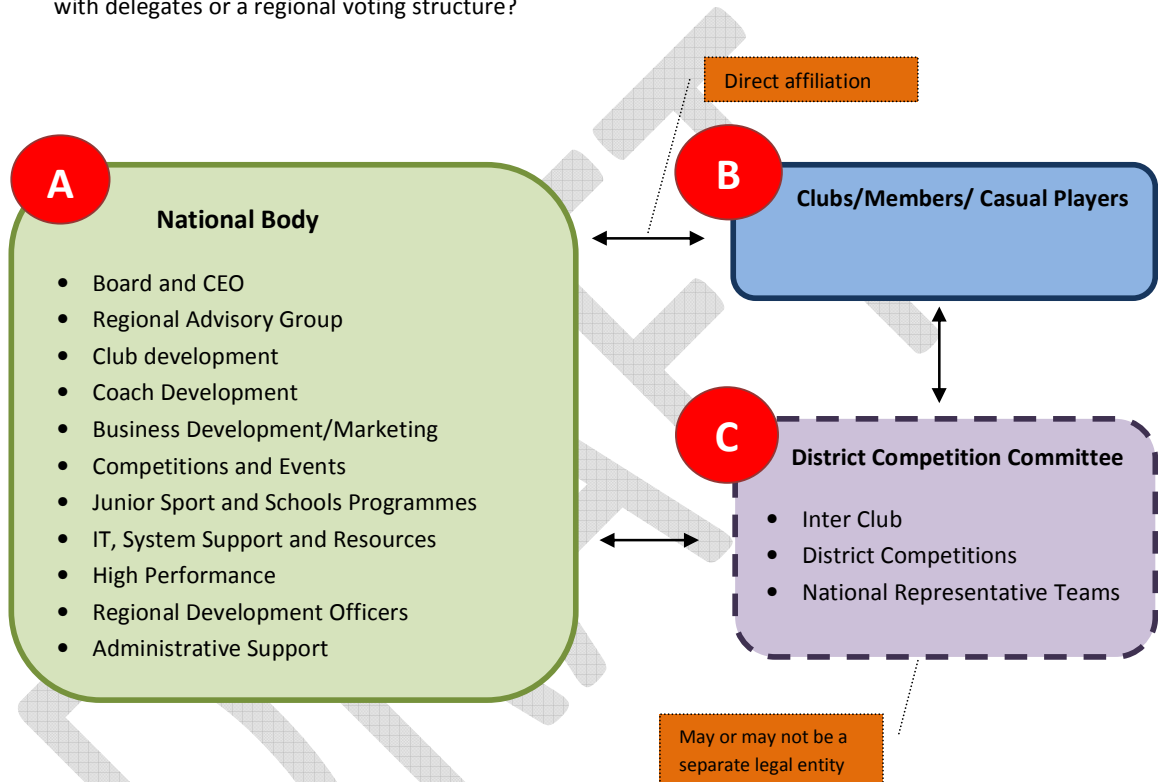
\*I have included some ideas in the map above to give you an idea of how it works. This is a guide only of course.

A SWOT analysis template is included in this package and can be used to note down thoughts on each "Straw Man" model. A Straw Man helps us stay solutions focused and flesh out the opportunities and risks within the options under consideration.

# Straw Man Components – Version 1

## Key Considerations and Decisions

1. Becoming one organisation: establishing a regional and club development role into the national body
2. Connecting Squash NZ with clubs – increased visibility, communication and direct affiliation
3. Maintaining local organisation of local competitions and freeing up volunteers to focus on “doing”
4. Regional Staff – increasing consistency and maximising the stretch of existing resources (e.g. centralising administration)
5. Representation of local and regional issues within the National body: a Board/CEO sub-committee with delegates or a regional voting structure?

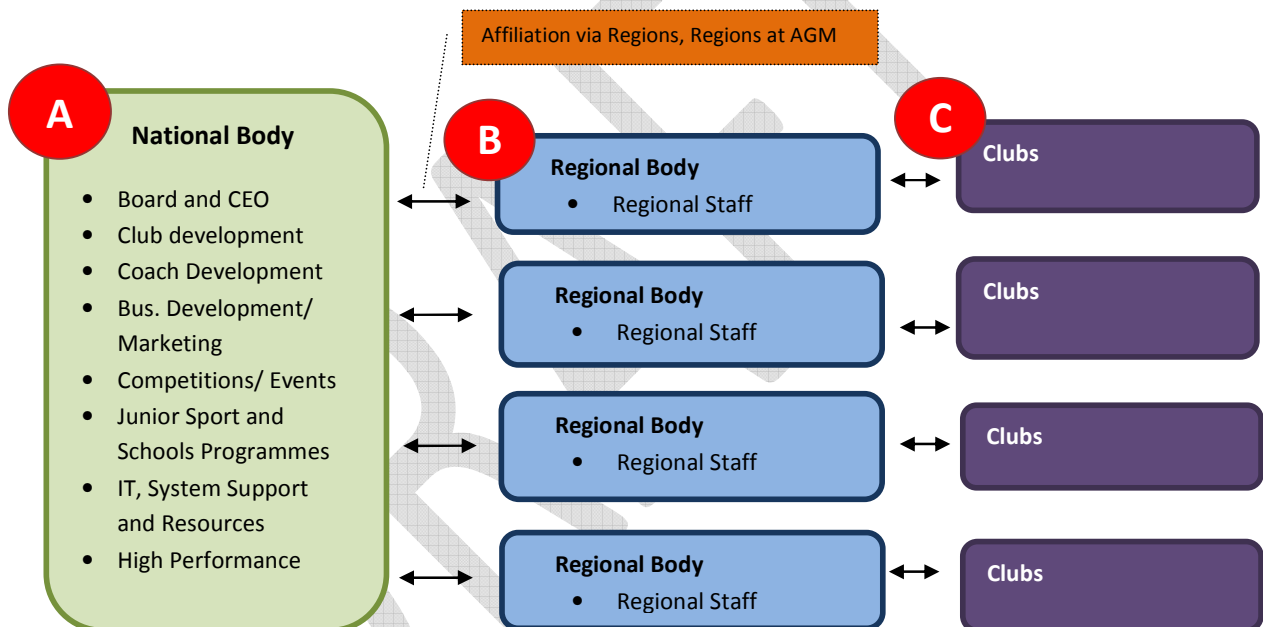


- A Represents the National Body**
  - National programmes (services and delivery priorities below)
  - Regionally based staff and administrators (6 – 8)
  - Regional Advisory Group (made up of one member from each district)
  - Technical Advisory Groups to inform decision-making
- B Represents the Clubs and Players**
  - Direct club affiliation
  - Voting rights at AGM
  - Communication through a regional SNZ staff (first point of contact for all things)
- C Represents the District Competition Committees (or teams)**
  - Continue to control and manage inter Club, District Competitions and National Representative Teams
  - Wind up legal status unless required for funding
  - Link up with regionally based staff for support and decisions (staff are SNZ employed)

## Straw Man Components – Version 2

### Key Considerations and Decisions

1. Becoming more streamlined: reducing the number of districts/regions to reduce duplication
2. Maintaining regional autonomy and profile: keeping separation of legal status and regional representation to the national discussions
3. Some centralisation of local competitions. The alternative would be to create additional subcommittees under these new regional bodies (B) to reflect the existing local inter club competitions (effectively another informal layer)
4. Some centralisation of Regional Staff: continue to be managed at the regional level but with more centralised reporting through to a smaller number of regional bodies.
5. Representational rights and flow of information – how will this work and what other strategies can be used to improve engagement while also maintaining the autonomy that underpins this approach.



- A Represents the National Body**
- National programmes (services and delivery priorities above)
  - No regional staff
  - Formal and legal relationships with Regional Bodies

- B Represents the Regional Bodies**
- Formal and separate legal entities with associated responsibilities
  - Manage regional administration and staff
  - Manage performance and delivery accountability
  - Inter Club, District Competitions and National Representative Teams
  - **Q:** how many regions and how will they be grouped?

- C Represents the Clubs**
- Member of a Regional Body and affiliate through to the national body
  - Continue to vote for regional and national boards/committees