

SWA Leaders Meeting

Wednesday 12th February 2020
AIM (WA)
Birkdale Road
Floreat



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The Purpose of Tonight



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OUR Response



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I. SWA Board Communication and Transparency

Swimming WA's Response

- Clearer definition of the role of the SWA Board, SWA Committees, Regional Coordinators, Regional Committees, Zone Committees, etc
- Formal Induction of all new SWA Presidents including a component about the role of the SWA Board
- Strategic approach from all SWA Board Members to speak with more SWA Clubs on a regular basis



The Membership's Response

- Ensure you and your Club understand the role of the SWA Board, SWA Committees, Regional Coordinators, Regional Committees, Zone Committees, etc
- Use the forums and channels available to you to convey your ideas and concerns
- Start from a position of WIN/WIN

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2. Listen more and engage the Membership more fully (eg. Coaches)

Swimming WA's Response

- Format of the SWA President's Quarterly Forum to change
- ASCTA (WA) and SWA will collaborate to design the format of the SWA Annual Conference
- April Workshop to coincide with SAL Nationals



The Membership's Response

- Garner feedback from your Region, your Club and your athletes to convey the themes that the Members would like assistance with
- Those on SWA Committees or Regional or Zone Committees to accept the responsibility that comes with the role – represent your constituents
- Think Globally, but act locally

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3. Commercial Performance of *WestSwim* Lakelands

Swimming WA's Response

- Update at each SWA President's Forum
- Detailed summary at the SWA Annual Conference

The Membership's Response

- Visit the centre and see the great work being done
- Use the centre – most Clubs have camps
- Explain the strategy to your Members



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4. SWA Human Resources – Retention and Development

Swimming WA's Response

Sub Committee including SWA Board Member Ben Loffler will present a proposed strategy to the SWA Board at the April Board meeting with a proposed budget. Present ideas;

- Regional DO's
- Outsourcing
- Experienced “content experts” will be actively pursued and retained.
- Significant increased investment

The Membership's Response

- Please observe the SWA Code of Conduct
- Start from a position that the staff are here to help, not hinder you
- Lend your expertise with grace



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5. Inclusion of WA Coaches in Strategy

Swimming WA's Response

- Implementation of the SWA Coach Development Plan
- Focus Groups formed to assist with the implementation of the Zones
- Inclusion of experienced Coaches with controversial issues (eg. Team Selections)
- Increased investment

The Membership's Response

- Consult your Coaches on key issues as they arise
- Clarity on the role of the Coach within your Club's Plan and visa versa



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6. Working Relationship with ASCTA (WA)

Swimming WA's Response

- Implementation of the SWA Coach Development Plan
- Regular meetings and dialogue
- Collaboration when designing key Association Meets, events and functions



The Membership's Response

- Are your Coaches supporting ASCTA and ASCTA (WA) initiatives?
- Does your Region or Zone communicate your needs to ASCTA (WA)?

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7. Developing and Supporting Local Leaders

Swimming WA's Response

- DLGSC Project – SWA Management and Leadership Scan
- Regional Resources and Packs
- SWA Club President Inductions
- Young Leaders Programme and Ben Beale Memorial Award



The Membership's Response

- Ensure that those in Leadership roles in the local area are the best that is available
- Invest time to respond to request for information and support those in local leadership roles – without them our sport is lost. Jan Smith as Country Coordinator (for example) needs your support.

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8. Member Understanding and Compliance SWA Constitution, By Laws and Codes of Conduct

Swimming WA's Response

Appointment of SWA Governance Coordinator (Part Time) who is developing resources for the Membership to assist in the interpretation of;

- Safe Sport Framework
- SWA Constitution and how it relates to the Region or Club Constitution
- SWA By Laws and Codes of Conduct

The Membership's Response

- Club issues are to be addressed and resolved by the Club, not SWA
- Regions can assist and play a role
- Invest the time with your Club to explain any amendments or updates.



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Issues as Conveyed - Summary

- SWA Board – Communication and Transparency
- SWA Management – Listen more and engage the Membership more fully (eg. Coaches)
- WestSwim* Lakelands commercial performance
- SWA Human Resources – Retention and Development
- Working relationship with ASCTA (WA)
- There is a clear divide between some SWA Clubs and their Coaches
- Local Leadership
- The SWA decision making process and hierarchy
- Member understanding and compliance – SWA Constitution, By Laws, Codes of Conduct



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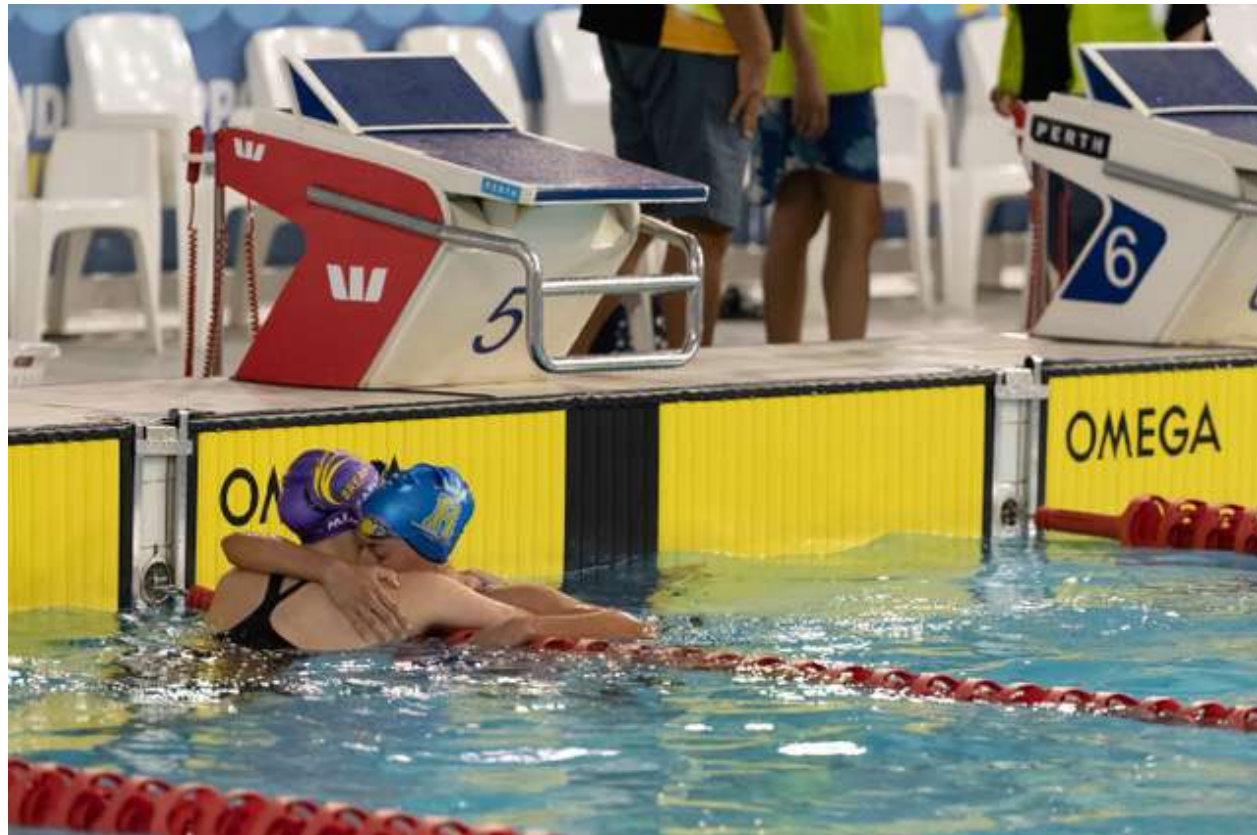
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Did We Miss Anything?

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Stronger Together



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Swimming – an essential part of the Western Australian way of life