



HBPB SWIMMING STRATEGIC PLAN

VISION

'To grow lifelong, confident, happy swimmers'

MISSION

Swimming - Participation, Performance and Passion - through Positive Partnerships

WHAT WE WANT

Communication and Connection

- To **communicate** effectively with clubs and members
- To **connect** through building **positive relationships**
- To **build new relationships** within our wider region
- To attract **more volunteers** and **officials** and provide **more opportunities** - add value to swimmers

Collaboration

- To **work together** to provide opportunities for swimmers
- To **build relationships** between members, coaches and clubs, regions, zone, and SNZ
- To **build relationships** with all stakeholders, partners and service providers

Participation and Retention

- To **encourage** participation in our sport - swimmers, officials, volunteers, clubs and coaches
- To **retain** swimmers - make it interesting and fun for them
- To **build relationships** within the region
- To **enable and support** our elite swimmers within our region

Success and Sustainability

- To **promote success** at all levels within the sport
- To **promote regional initiatives** - clinics and pathways
- To **be innovative** - have a vision for the future
- To be an **advocate** for swimming
- To be **sustainable** - financial and otherwise



WHAT THIS LOOKS LIKE

Communication and Connection

- Recognising that **positive relationships and effective communication** are key to success
- Recognising that **swimmers** are core business
- **Listening**, and fostering an environment of **trust, fairness and empathy**
- Being **inclusive**, and acting with **integrity and transparency**
- **Strengthening** the use of digital tools for promoting success and communicating
- Having **pathways to encourage and support** volunteers and technical officials

Collaboration

- **Working together** as a region to set goals. develop programmes, opportunities and initiatives
- **Encouraging competition** - not opposition
- **Fostering relationships** between clubs in our region, and regions in our zone
- **Supporting** coaches within the region, and **encouraging collaboration** - providing opportunities for this
- **Fostering relationships** with partners, and outside providers of services to our sport

Participation and Retention

- Reducing **challenges and barriers** to participation
- Providing an **inclusive and safe environment**
- Being **positive** and creating positive experiences and memories
- Promoting a culture that **encourages longevity** in the sport
- Creating **fun opportunities and experiences**, at all levels
- Providing **innovative programmes and opportunities** for swimmers
- Providing **opportunities** for our **elite swimmers**.

Success and Sustainability

- Having, promoting, and supporting **performance pathways** for swimmers
- **Celebrating** success
- **Sound** Board governance
- Having **effective support mechanisms**
- **Good succession** planning
- Having **sound financial planning**
- **Working** with other RSO's and NSO's
- **Working** with wider stakeholders to secure facilities, funding and opportunities for swimming