

Leadership Group Notes

9th November 2013

Attendees

Lisa Wainwright	Steve Matthews	Janet Inman
Martin Lindsey	Marzena Bogdanowicz	Charlie Orton
Audrey Cooper	Tracy Watkinson	Richard Harrison
Gerard Van Zwieten	Brian Treadwell	Steve Evans
Wayne Coyle	Jefferson Williams	Andrew Pink
Brian Stalker (part)	Jim Mutton OBE	Maria Bertelli

Apologies

John Boughton	Delvin Lane	Gordon Neale OBE
Paul Bohannan		

Bold – Urgent tasks

People

Action

1. Full staffing structure/cover in place.

LW

LW shared the current staffing structure with the group and advised that we nearly have a full complement of staff, the Director of Participation will start 20th January.

Talent Manager Adi Fawcett starts on 12th December and interviews for Sitting Volleyball Development Manager took place on 8th November. An offer will be made on Monday 11th November.

Post note meeting – Richard Stacey Chapman has been appointed as Sitting Volleyball Manager.

Current vacancies are Workforce Manager and Workforce Officer. AC asked the group to offer their thoughts on what to do with the Workforce Manager position, or if they knew anyone with the relevant skills and expertise as the role has been out to advert twice now and nobody suitable has been identified.

Lessons have been learnt with regards to volleyballers applying for roles at Head Office. They do not include enough relevant information on the application form. Possibly consider putting some training in place.

2. All board and commission positions filled with approval from Board for all commission members.

Commission Presidents

All Board and Commission President positions are now filled.

International Competitions and Events Director – Delvin Lane
 Playing Director – Jefferson Williams
 Schools and Youth Development Commission – Maria Bertelli

These appointments have been approved by the Board as interim positions and will go to the 2014 AGM, 26th July for formal approval.

Commission Presidents are requested to provide a list of skills and competencies for all their Commission members and put to the Board for approval. If you require any assistance please ask Audrey/Martin for support!

3. Board evaluations reviewed and action plans agreed for next 6 months. **WJC**

Item deferred to the next meeting.

4. Leadership Convention driving synergy for board members, Senior Management Staff and Commission Presidents – *embedding a positive way of working across the sport*. **ALL**

A discussion took place around the best way to move this forwards.

5. Regional Commission – VE Board members to improve engagement with the Regional Associations. **WJC / JI / CO**

The Board agreed at the meeting on 20th September to attach a Board member to a region, as follows:

Board Leads for Regional Associations

London – Tracy Watkinson	East – Marzena Bogdanowicz
Yorkshire & Humberside – Brian Stalker	South West – John Boughton
North East – Steve Matthews	South East – Jefferson Williams
East Midlands – Jim Mutton	North West – Brian Treadwell
West Midlands – Janet Inman	

The Board did not determine at the meeting what the level of engagement would be. A discussion followed here, in groups, what that engagement would look like.

What will their role be?

- Fill the possible void in communication
- Sounding board/ engagement opportunity – two way
- Action planning – assessment/ communication
- Health Check
- Guidance
- Sounding board
- Connection – bridge gap
- Face and name
- Customer care
- Level set of strategic objectives and check regional plans align
- 'who's who' in Volleyball England
- Not a rep for region back at Board
- Advocate for Volleyball England Board
- Shared vision values mission
- Understanding of working knowledge
- Opportunity to listen and feedback

Delivery – how?

- Attend Regional level matches
- Attend meetings/ visit a club
- Communicate role
- 2 way relationship
- Communication between Board and Regions
- Attend regional meeting once a quarter – provide a formal board update (leadership)
- Attend a key event/ competition so that members see you
- Hear and act on feedback/ opinion of Regional Committee – initial focus targeted on comms.
- Review structure and approach for meetings and organisation in Region
- Linkages to Volleyball England for communications (Facebook, Twitter, website)

It was agreed that the Board lead would not just sit on the Regional Association although it may be useful for them to attend the AGM.

Jl to draft the terms of reference from these notes for the Board Members' engagement with each Region.

Jl

6. Agreed dates and hosts for the 2014 national road shows.

LW / CO

- 22-23rd January – North East and North West tbc
- 25th January – South East Ashcombe School (Super 8s)
- 26th January – London (SportsDock) tbc
- 1-2nd February – East Midlands and East tbc
- 5-6th February – West Midlands and Yorkshire tbc
- 8th February – South West tbc

The purpose of the 'roadshows' is to allow for both member and external partners to contribute to four key areas:

1. Volleyball England 2024 Strategy (10 year plan)
2. Individual membership Proposal
3. Governance structure Review
4. Communications Strategy

The Leadership Group are asked to come up with an alternative name for these "Roadshows".

AP

You are also asked to attend one of the sessions. Please can you inform AH asap so we can plan around each date.

ALL

7. Establish delivery plan for the implementation of individual membership, including CRM system.

Jl / ML

Item deferred to the next meeting.

Growth

8. On target with the delivery of participation goals – 28,000 people participating in Volleyball.

LW

The next Active People Survey (APS 8) will be released on 12th December 2013.

We are currently on target with delivery goals.
April 2012 - 34,600

Targets:
 2012/13 28,000
 2013/14 30,000
 2014/15 34,000
 2015/16 38,560

9. 5 Investment Zones established and delivering. LW

	VRM	Management Group Chair
Staffs & Black Country	Rob Payne	Richard Callicott
Tees Valley, Tyne & Wear	Samantha Jamieson	TBC
E. London & Essex	Rachel Laybourne	Dean Nevill/ Dave Parry
Greater Manchester	Steve Kerr	Craig Anthony
Dorset & Hampshire	Note post meeting:- Sophie Davis	Note post meeting:- Roy Pankhurst

National Investment Zone - Northamptonshire

Investment Zones Convention tentatively planned for March 2014 at Cup Finals.

10. Stage 2 Investment Zones engaged and ready to deliver. LW

Sheffield & Leeds
 Birmingham & Warwickshire
 Surrey & South London
 Derbyshire, Nottinghamshire & Leicestershire

LW has met with all stage 2 zones except Derbyshire, Nottinghamshire and Leicestershire. This meeting is scheduled for 18th November.

All stage 2 zones are looking to set up a Management Group and write a development plan.

11. Review the position regarding the Senior National Squads. AC / AP

Senior Indoor Squads Update

Senior Team Entry to 2015 CEV European Championships – A discussion took place around whether or not to enter this competition and it was decided that at this time as there are no senior teams in place we should not enter. The financial risk was also deemed to be too high as it would have been a minimum of £8.5k and a maximum of £108k if the teams had made it to stage 2 and if we had been asked to host the competition.

Andrew Pink is putting together a new Performance Commission and the first meeting will take place before Christmas. A key topic of discussion will be around reigniting the senior teams. Recommendations will then come back to Board in February.

12. **To agree the strategy for staging International Events and work with International partners to deliver.** **ML / DL**

Sport England has a new Award available for major events which we will look to apply for. There will also be Coach education opportunities around NEVZA in future years.

Excellence

13. Implement a communication strategy / communication charter. **MB / GVZ**

MB to send GVZ a note around what the 'star elements' of the Communications Strategy should be.

14. Draft new 12 Year Strategic Plan with roadmap. **ALL**

The second meeting of the working group was held the previous night. Separate work strands have been identified from the initial scoping. Further insight is now being sought to support the direction of the new strategy. Work strand leads may be in touch to ask for support, background knowledge etc.

15. Complete the Competitions Review. **DL / ML**

WJC gave an update on this and advised that it is still ongoing and is being managed through Competitions Commission.

16. Encourage and establish tasks for the next period. **ALL**

All to consider what key '100' day type of tasks the Leadership Team should be thinking of for post February. **ALL**

Date of next meeting – Thursday 13th February **ALL**

Post meeting note – Following feedback this has been moved to an hour session on the Friday evening, with a facilitated meal (like the first Leadership Session) and then follow on the Saturday 15th February. This will be at Loughborough. Please can you confirm availability with Alex.