



T2020 – a view from the Chair

I have taken this opportunity to respond to a numbers of letters and questions that have been received from districts and individuals.

This represents my view of where I and the board would like to see squash in 10 years time. There is total agreement that we need to do something but what to do and what squash will look like in the future is the question in everyone's minds. I am an optimist and I strongly believe that sometimes you just need to give it a go to find out if it is going to work. The board and Mike Thompson have done a huge amount of work, talked to a lot of people and feel that now is the time to take action.

Recently the T2020 national summit was convened to review two proposed structural change models developed in consultation with clubs and districts. These proposals were also an outcome of the SNZ strategic plan and the Ferkins report. The summit attendees were provided with briefing documents prior to the meeting for consideration.

The summit unanimously endorsed Strawman 1 as the preferred model for structural reform. The board and steering group went into the summit meeting with no preconceived ideas on the outcome of the summit or a preferred option however, following the summit, the board voted to pursue Strawman 1 as the model for change.

Since the summit the national office has received feedback from districts and individuals on the proposed model. There have been many questions raised and concerns outlined. The board therefore made a decision to defer any formal vote on a structural model until the November AGM.

- This would allow;
 - more time to gather information to answer the questions raised
 - more time for consultation and dialogue
 - the development of a business plan and budget

The summit was followed by the district presidents meeting held on July 18th. At that meeting the steering group presented a revised and more detailed plan for our sport. The key elements of the plan were;

- retention of districts as legal entities
- a national club development manager
- a national coaching director
- reallocation of the district funding rebate
- regionally based service providers
- centralized services
- IT platform
- cultural change

The T2020 steering group will also initiate a number of key working parties who will research and report on areas such as club development, affiliation models and the HR aspects of any proposed changes. Their function is to provide answers to many of the questions that have been raised and develop a detailed implementation plan.

The steering group will investigate models that are working successfully in clubs and districts. As well, they will look at the issue of local funding from trusts to answer the questions raised by a number of districts who felt that their local funding might be threatened.

The board of SNZ recognizes the need for widespread engagement, trust and credibility before change can occur. It is important that the process is transparent and people feel connected to what is happening therefore the board and the national office are committed to providing regular and relevant communication so everyone in squash can follow what is happening.

In conclusion my vision for squash is a model where the national office delivers products and services that meet or exceed the expectations of its members. It will deliver and support club development programmes that look after the essential needs of every club in this country. It will provide a coaching programme that will benefit players and coaches at every level. It will provide pathways for our elite players and coaches to achieve at world championship level. It will provide a sustainable future for our sport.

While the organizational changes above are a major part of the T2020 vision just as important is the need for cultural change. The “them and us” mentality won’t cut it anymore. We are all a part of the squash family and now is the time for trust and responsible leadership.

Jim O’Grady
Chair
Squash New Zealand