

Strategic Plan 2017 -2020




Mission: To Encourage Enjoyable Basketball Experiences For All Ages

OUR VALUES





<p>Excellence Integrity Innovation People</p>	<p>A commitment to the highest standards in all endeavours Openness and authenticity in all that we do Introduce new ideas to ensure basketball is participant centred and enjoyable A community of people who recognise, support and celebrate contributions and success in our community; remaining connected and passionate about basketball</p>
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Strategic Priorities





Game Development

-  Increase Numbers Participating in Programmes
-  Increase Number Coaches & Officials in KiwiHoops Programmes
-  Game Development programmes quality reviewed





Competitions

-  Increase Numbers in Competitions
-  Innovate to create new competition Opportunities
-  Customer Satisfaction Survey
-  Competitions remain competitive

High Performance

-  Improved results National/Regional Championships
-  More Players in NZ Representative teams
-  More Coaches in National Programme and More Referees at Nationals and beyond
-  Quality Review High Performance Programme

Organisational Capability

-  Sustainable Revenue
-  Effective Staff
-  Strong Administration and Operations
-  Sound Governance

We Value Excellence, Integrity, Innovation and People

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Strategic Priorities – Measures

Game Development

- 🏆 Increase in Number Children, Classes/Schools participating in Programmes
- 🏆 Increase in Number Coaches & Officials in KiwiHoops Programmes
- 🏆 Game Development programmes quality reviewed

Competitions

- 🏆 Maintain Numbers in Current Competitions
- 🏆 Innovate to create new competition Opportunities
- 🏆 Customer Satisfaction Survey
- 🏆 Competitions remain competitive

High Performance

- 🏆 Improved results National Championships
- 🏆 More Players in NZ Representative teams
- 🏆 More Coaches and in National Programme and More Referees at Nationals and beyond
- 🏆 Quality Review High Performance Programme

Organisational Capability

- 🏆 Sustainable Revenue
- 🏆 Effective Staff
- 🏆 Strong Administration and Operations
- 🏆 Sound Governance

2017	2018	2019
Establish baseline numbers	Plus 5%	Plus 10% on 2017
Camp - 251	Camp – 262	Camp – 276
SSS coaching - 2027	Coaching – 2128	Coaching – 2230
KH Coaches - 33	KH Coaches - 35	KH Coaches - 36

2017	2018	2019
Establish baseline numbers	Change to league format	Embed successful 2018 changes & additions into calendar and grow
All current Comps	Exploratory work establishing outdoor leagues 3x3	
Score Differentials	Weekend leagues	

2017	2018	2019
Rep teams male and female 13,15,17, 19	Top 8 25% teams	Top 4 2 teams
3 NZ players	5 NZ Players	Top 8 50% teams
2 NZ Coaches	4 NZ Coaches	8 NZ players
		6 NZ Coaches
		U23
		Women's

2017	2018	2019
Achieve budget	Cash surplus 3 months	Cash surplus 6 months
	Full Board membership	New Board members undertake Governance training
	PD Plans all staff	
	All Board members undertake Governance training	

OPERATIONAL IMPLEMENTATION

Game Development

Focus Area	Operational Strategies	Measure
Children Participating in Programmes	Ensure retention of OSCAR accreditation status to make programme accessible children Aligning BBNZ programmes provide opportunities for children to experience basketball through delivery of in schools coaching, schools holiday camps and other coaching clinics.	Number Children Number Session OSCAR Review
KiwiHoops Coaches & Officials	Develop and grow number of community coaches through delivery of coach development programmes aligned to BBNZ grass roots programme (Kiwi Hoops and Community Coach) Ensure a pool of accredited community coaches available to deliver programmes to children Liaise with BOA-HB to ensure growth and development of officials occurs	Number coaches Coach accreditation level Number of referees and accreditation levels Ratio players: Accredited Coaches & referees
Quality Review	Feedback survey all programmes formally and informally Review in liaison with BBNZ and SHB content of programme and evolve as required Ensure coach developers receive every opportunity to upskill/develop linking with SHB and BBNZ	Staff PD certs/diary Feedback Surveys Retention levels

Competitions

Focus Area	Operational Strategies	Measure
Maintain Numbers in Competitions	Continue to provide current competitions, competition nights; maximising available court space. <ul style="list-style-type: none"> Book venues annually Create annual competition calendar Ensure HBSSC sanctioning maintained and competitions supported by Primary school sector Advertise, organise and deliver competitions along timelines as appropriate 	Term by term numbers collected and compared to prior years to track change.
Innovate to Create New Competition Opportunities	<ul style="list-style-type: none"> Seek new/alternative/additional court space Explore, develop and introduce 3x3 Explore and expand types open league competitions Explore opportunities to develop clubs and club based league. 	Support other agencies seeking to create similar Create tournaments or opportunities to bring Increase number teams playing weekly Increasing outdoor courts and backboards Annual tournament held in Hawkes Bay
Competitions Remain Competitive	<ul style="list-style-type: none"> Review game regulations annually Create grading opportunities where practicable and provide variation in divisions/grades relative to numbers and abilities Draw formats should allow for leagues to move to closely matched games towards end of season wherever possible Review scores regularly throughout season 	Review scores per competition and track average differentials
Customer/Participant Satisfaction	<ul style="list-style-type: none"> Conduct feedback survey annually per competition Invite informal feedback on a regular basis Review competitions and practices as appropriate to reflect feedback received. 	Surveys collected

High Performance

Focus Area	Operational Strategies	Measure
Results at Nationals	Coordinated approach to developing elite athletes, coaches and teams to compete and achieve at Nationals. Extension of community level programmes for identifies athletic and coaching talent	Full range of teams both genders consistently achieving at Nationals Track results/rank - improving
Players in NZ Rep Teams	Create and maintain talent ID register of potential players in region and nominate from register to BBNZ. Provide mentoring and support to nominated players and those selected Facilitate opportunities athletes to be exposed/introduced to Tertiary Scholarship programmes	Track individuals and numbers Increasing Numbers athletes in tertiary programmes
Coaches in National Programme	Identify and support coaches wishing to advance on National programme pathway. Liaising with BBNZ provide support and development opportunities to facilitate this.	Track individual pathways and numbers involved Increasing
Referees in National Finals and or NBL	Liaise with BOA-HB to facilitate this	Track Increasing and improving
Quality Review	Feedback from team staff, athletes and whanau end of season. Conduct end of season exit interviews with team staff. Build awareness of what other successful regions do to achieve and adopt our own strategies relevant for our region	Review and changes lead to increased level success Exit interview completed Surveys obtained

Organisational Capability

Focus Area	Operational Strategies	Measure
Sustainable Revenue	Income from all programmes equal to or greater than direct costs to provide. Develop and maintain relationships with existing funders and develop more funding partners Build cash reserve to 6 months operating costs - \$300,000 Reduce reliance on gaming funding by growing other income streams.	Revenue sustained or grows achieving budget or better Cash Reserves Non-Gaming Income increased
Effective Staff	Review Recruitment processes Professional Development – annual PD plan for each staff member Identify strengths existing staff and utilise to advantage for success of organisation Annual review all staff Exit interviews	Organisation meeting strategic objectives Low staff turn over Completion of annual reviews
Strong Operational Procedures	Standard operating procedures documented and reviewed annually Adopt procedures of successful like organisations Risk Management Strategies to include insurance, succession planning, policies	Operations reviewed
Sound Governance	Robust selection and appointment process board members Support and training provided to Board members to ensure good practice models followed Board performance reviewed annually	New board members complete governance training/induction