

TABLE TENNIS IN TASMANIA: OUR FUTURE NOW! 2020-2022

A STRATEGIC PLAN FOR ENHANCED COLLABORATION
AND GROWTH WITHIN THE TASMANIAN TABLE TENNIS
COMMUNITY BETWEEN 2020 AND 2022





CONTENTS

PAGE 3	WHAT IS OUR FUTURE NOW! 2020-2022?
PAGE 4	TABLE TENNIS TASMANIA: OUR WAY!
PAGE 5	OUR PRIORITY AREAS
PAGE 6	WHAT WILL OUR SUCCESS LOOK LIKE?
PAGE 10	OUR COMMITMENT TO OUR FUTURE NOW! 2020-2022
PAGE 11	OUR ACTION PLAN

WHAT IS “OUR FUTURE NOW! 2020-2022”?

Our vision is for the Tasmanian Table Tennis community to work as one to **“connect more people in Tasmania with Table Tennis”**.

Table Tennis Tasmania (TTT) and our member clubs will now use this strategic plan to work together to achieve our vision. Together, we will introduce more people in Tasmania to our sport and inspire a new generation to get involved in meaningful and positive ways.

TIME FOR CHANGE

The changing and dynamic nature of the Tasmanian sporting landscape, as well as current social, political, cultural, environmental and economic influencers, means the sustained success of Table Tennis in our state is far from assured. Realising this, TTT and our key stakeholders and partners have identified some fundamental changes that need to be made in the way we work together to achieve our collective potential.

OUR FUTURE NOW 2020-2022 has been developed within the context of recommendations made in Sport Australia's Intergenerational Review of Australian Sport 2017 and Sport Australia' Sport 2030 Plan, released in 2018.

Sport 2030 outlines Sport Australia's bold vision of “ensuring Australia is the world's most active and healthy nation, known for our integrity and sporting success”.

The Table Tennis community in Tasmania (and nationally) has the potential to help Sport Australia's vision come to life. We want to play a part and **OUR FUTURE NOW 2020-2022 will help us do this!**

This TTT OUR FUTURE NOW 2020-2022 strategic plan aligns with the Table Tennis Australia (TTA) OUR FUTURE NOW 2019-2022 strategic plan in areas of relevance – i.e. those areas which support the positive future of Table Tennis in Tasmania.

We are supportive of TTA developing the national blueprint; we recognise the importance of this being a key element of the Australian Table Tennis landscape; we see great value in aligning our 2020-2022 strategic plan to the national whole of sport plan; and we look forward to working with TTA and other state / territory Table Tennis associations to benefit Table Tennis in Tasmania – and nationally!

All elements of the TTT community believe in our common vision, purpose and values, together with the strategic priorities and projects identified in this plan. This is why our sport will achieve its potential in Tasmania over the coming 3 years (and beyond).



TABLE TENNIS IN TASMANIA: OUR WAY!

OUR VISION

To connect more people in Tasmania with Table Tennis.

OUR PURPOSE

For the Tasmanian Table Tennis community to work together to provide more opportunities for more people in Tasmania to engage with Table Tennis in more ways, in more places, more often.

OUR BEHAVIOUR FRAMEWORK

Collaborate – All elements of the Tasmanian Table Tennis community will plan, deliver, monitor and review our core business together, in an honest, respectful and transparent manner, for the benefit of the sport.

Creative and Courageous – We are always open to new ideas and different ways of thinking; we are prepared to be challenged and to make big decisions in order to achieve our vision.

Have Fun – We are all involved in Table Tennis because we love it! Table tennis should always be fun and we need to always remember this.

Inclusive – We welcome and embrace all elements of the Tasmanian community into our sport. We are a single sporting community, from all walks of life, inclusive of all backgrounds, ages and ability levels and are representative of contemporary Tasmanian society. We are a sport for all and a sport for life.

OUR PEOPLE

The future strength of TTT and the sport itself in Tasmania, lies in our people. We will proactively attract, train, support and retain people who love Table Tennis and who can help us achieve our vision.

OUR PRIORITY AREAS

PARTICIPATION

We will make Table Tennis more accessible, relevant and rewarding for anyone in Tasmanian who wants to be involved.

PROFILE

We will activate the united Table Tennis brand in Tasmania to connect more elements of the Tasmanian community with our sport.



Communications

Effective, contemporary communication and customer relationship management systems in place between TTT, clubs / associations and TTA.



Aligned behaviours

Strategic and operational alignment between TTA and TTT; and between TTT and our member clubs, is in place for the benefit of the sport of Table Tennis in Tasmania.



Good Governance

Contemporary good practice sports governance structures, policies and procedures are implemented at the TTT level and in our member clubs.

PERFORMANCE

We will support the development of Tasmanian players, coaches and officials to achieve their Table Tennis performance dreams.



WHAT WILL OUR SUCCESS LOOK LIKE?

STRATEGIC PRIORITY AREA:

GOVERNANCE

Success Indicators

- ✓ Increase the diversity of the TTT board and council members to be more reflective of Tasmanian demographics by 2022.
- ✓ Achieve all governance related benchmarks contained within annual State Government (Communities, Sport and Recreation) Sport and Recreation State Grants Program agreements.



STRATEGIC PRIORITY AREA: PARTICIPATION

Success Indicators

- ✓ Membership to surpass 650 by the end of 2021; and the achievement of 5% year on year growth thereafter.
- ✓ Establish at least 4 remote community based clubs state-wide in 2020; and 1 per year in 2021 and 2022.
- ✓ Increase the pool of active state level accredited umpires to 15 by the end of 2020; and to 25 by the end of 2022.
- ✓ Increase the pool of active accredited coaches to 50 by the end of 2020; and to 65 by the end of 2022.
- ✓ Increased diversity of the TTT community – i.e. players, coaches, umpires and administrators (more women and girls; more people with disabilities; more people from culturally and linguistically diverse and disadvantaged populations).
- ✓ 10% growth in school-based Table Tennis participation annually. The creation, promotion and delivery of resources designed to support the effective operations of affiliated Table Tennis Clubs / Associations in Tasmania.
- ✓ Access to, and use of reliable, high quality and accessible membership / participation data, which is filtered as required (e.g. by age, gender, location, program, ethnicity, etc.), to help TTT and our clubs make high quality, evidence-based decisions and to accurately report on our progress.



STRATEGIC PRIORITY AREA: **PROFILE**

Success Indicators

- ✓ Improved member clubs and participant satisfaction rates annually.
- ✓ Delivery of high quality and sustainable state-level events annually and other significant events as feasible (e.g. National Para-Table Tennis Championships, etc.)
- ✓ Improved digital and social media metrics annually.
- ✓ Access to increased and diversified revenue streams (i.e. membership, participation programs, government funding, not-for-profit grants and commercial revenue, e.g. events).



STRATEGIC PRIORITY AREA: **PERFORMANCE**

Success Indicators

- ✓ A Tasmanian player, coach and umpire / referee development pathway framework in place, enabling talented players, coaches and officials to effectively transition into state and national level programs.
- ✓ Weekly talent development training program delivered in all three regions, by accredited coaches, by the end of 2020 – ongoing.
- ✓ Coach mentoring provided in all three regions by the State Development Officer at least three times per year.

STRATEGIC PRIORITY AREA:

OUR FUTURE NOW! 2020-2022 will be delivered by living our values and working together as one Tasmanian Table Tennis family.

Over the next three years we will be using our success indicators to ensure we monitor our progress against the success indicators within this Plan. In particular, we will monitor the **number and diversity** of people engaged with Table Tennis in Tasmania, focusing on how, when and why they participate.

We will also be measuring **satisfaction** levels across a range of areas, including competitions, education, support resources and other member services, to ensure our members, volunteers and workforce are optimally supported. We will measure our commercial success to ensure the ongoing financial sustainability of TTT and to ensure we put more back into the sport each year. To ensure our voice is being heard, we will measure our external **profile and impact**.

When we see an increase in our **membership, more clubs, more people at events, new and innovative participation products** being delivered well and **greater recognition** from partners and the public, we will know we are on the road to achieving our key objectives ... and to achieving our potential.

OUR COMMITMENT TO OUR FUTURE NOW! 2020-2022

OUR FUTURE NOW! 2020-2022 is the platform from which TTT will make exciting and challenging changes to **what we do, how we do it, where we do it and who we do it with**.

Every element of the Table Tennis community in Tasmania has a role to play in delivering our Plan. We will be working closely with all elements of our community, to ensure that together, we achieve our potential between 2020 and 2022 (and beyond).

TTT's operations between 2020 and 2022 will now be guided by this document, which will be used by our Board, Council, staff and committees; and reviewed annually.

Through renewed trust, cooperation and commitment, we can and will achieve **OUR VISION** -

**“TO CONNECT MORE PEOPLE IN TASMANIA
WITH TABLE TENNIS”**

OUR ACTION PLAN

In bringing Our Future Now! 2020-2022 to life, TTT is aware of the importance of taking a practical and methodical approach to how the plan is implemented. The Action Plan, contained on the following pages, provides the framework around which the implementation of key projects will occur, to ensure their success in the short, medium and long term. The Action Plan is designed to allow TTT to make changes over time, as required, based on issues such as the financial and human resource implications associated with the implementation of strategic projects and other ongoing operational matters.

STRATEGIC PRIORITY AREA : ✓ PARTICIPATION ✓ PROFILE

Project / Initiative	Key Activities	Action By	Timeline
Membership and Participation Strategy	<p>Develop and implement a simple and user friendly action plan designed to increase the number of people participating in Table Tennis at grass roots levels across Tasmania. The plan will also focus on maximising the transition from participants to members of TTT member clubs.</p> <p>Activities will include (but may not be limited to):</p> <ul style="list-style-type: none"> – Promotion and delivery of entry level programs /products targeting specific consumer groups (e.g. schools, juniors, females, culturally and linguistically diverse and people with a disability); – Promotion and delivery of social participation offerings; and – Promotion and delivery of more flexible competition offerings. <p>Note: TTT will engage with TTA and other State and Territory Table Tennis Associations in relation to the National Participation Growth Strategy project identified within the National Strategic Plan, to minimise duplication and maximise the benefits to Table Tennis in Tasmania.</p>	<ul style="list-style-type: none"> - SDO - Director: Development - Director: Para Activities - Director: Tournaments - Director: Female Participation 	<ul style="list-style-type: none"> • Develop: 2020 • Implement: 2020-22

STRATEGIC PRIORITY AREA : ✓ PARTICIPATION ✓ PERFORMANCE

Project / Initiative	Key Activities	Action By	Timeline
Coach and Umpire Accelerator Program	<p>Develop and implement a simple and user friendly action plan designed to increase the number of coaches operating at grass roots levels across Tasmania. The plan will also focus on maximising the transition of grass roots coaches to those working with talented players.</p> <p>Activities will include (but may not be limited to):</p> <ul style="list-style-type: none"> – Delivery of TTA accredited coach training programs (TOPS and Levels 1 – 3); – Implementation of a coach mentor program in all clubs; – Providing coaches with access to relevant and current coach development materials (e.g. on-line); – Delivery of TTA accredited coach / official training programs (Association and State Level Umpires). – Implementation of an umpire mentor program in all clubs; and – Providing umpires with access to relevant and current umpire development materials (e.g. on-line). <p>Note: TTT will engage with TTA and other State and Territory Table Tennis Associations in relation to the National Coaching Strategy and National Officials Strategy projects identified within the National Strategic Plan, to minimise duplication and maximise the benefits to Table Tennis in Tasmania.</p>	<ul style="list-style-type: none"> - SDO - Director: Development - Director: Technical - Director: Coaching and High Performance 	<ul style="list-style-type: none"> • Develop: 2020 • Implement: 2021-22

STRATEGIC PRIORITY AREA : ✓ GOVERNANCE ✓ PARTICIPATION

Project / Initiative	Key Activities	Action By	Timeline
Club Enhancement Initiative	<p>Develop and implement a simple and user friendly action plan designed to assist TTT member Clubs to identify how they are operating in key areas; and provide clubs with access to relevant on-line resources to enhance their capacity to grow the sport locally. Note: The plan will also focus on assisting the formation of new affiliated clubs in key locations (e.g. regional).</p> <p>Activities will include (but may not be limited to):</p> <ul style="list-style-type: none"> - Work with member clubs to encourage / assist them to complete the on-line club health check developed by Sport Australia - https://www.sportaus.gov.au/club_development; - Discuss the outcome of the club health check with clubs; and - Provide advice relating to the clubs identifying what they do to enhance their operations and how TTT / TTA can assist. <p>Note: TTT will engage with TTA and other State and Territory Table Tennis Associations in relation to the Club Enhancement Initiative project identified within the National Strategic Plan, to minimise duplication and maximise the benefits to Table Tennis in Tasmania.</p>	<ul style="list-style-type: none"> - SDO - Director: Development - Director: Technical - Director: Coaching and High Performance 	<ul style="list-style-type: none"> • Develop: 2020 • Implement: 2021-22

STRATEGIC PRIORITY AREA : ✓ GOVERNANCE

Project / Initiative	Key Activities	Action By	Timeline
Governance Diversity Initiative	<p>Implement a governance diversity and development strategy, designed to have at least 40% of the TTT Board and Council being female by 2022; and to ensure both groups are broadly representative of the broader Tasmanian community.</p> <p>Activities will include (but may not be limited to):</p> <ul style="list-style-type: none"> - Undertake a "Case for Change – Diversity in Governance" activity designed to map how TTT will achieve its governance diversity goals – e.g. https://www.dsr.wa.gov.au/docs/default-source/file-clubs/case-for-change/case-for-change-small-organisation-template.pdf?sfvrsn=2 	<ul style="list-style-type: none"> - Chairman of Directors - Director: Administration / Public Officer - Director: Female Participation + - All board directors and council members 	<ul style="list-style-type: none"> • Develop: 2021 • Implement: 2021-22

STRATEGIC PRIORITY AREA : ✓ PERFORMANCE

Project / Initiative	Key Activities	Action By	Timeline
Talent Development Strategy	<p>Develop and implement a simple and user friendly action plan designed to put structures and systems in place which effectively identify, train, support and retain pre-elite level athletes in Tasmania (i.e. those within the Talent Phases of the TTA FTEM Athlete Pathway Framework).</p> <p>Note: TTT will engage with TTA in relation to the two performance related projects within the National Strategic Plan, to maximise the benefits to Table Tennis in Tasmania.</p>	<ul style="list-style-type: none"> - SDO - Director: Coaching and High Performance 	<ul style="list-style-type: none"> • Develop: 2020 • Implement: 2021-22

STRATEGIC PRIORITY AREA : ✓ COMMUNICATIONS ✓ ALIGNED BEHAVIOURS

Project / Initiative	Key Activities	Action By	Timeline
Digital Enhancement Initiative	<p>Develop and implement a simple and user friendly action plan designed to maximise the effectiveness and reach of our internal and external communications. The plan will also focus on our ability to capture, filter and use high quality membership and participation data to make better strategic decisions and to more accurately report on our progress .</p> <p>Note: TTT will engage with TTA in relation to the National Communications Strategy project and the fully operation National Database projects identified within the National Strategic Plan, to minimise duplication and maximise the benefits to Table Tennis in Tasmania.</p>	<ul style="list-style-type: none"> - Director, Administration / Public Officer - Director: Media and Marketing 	<ul style="list-style-type: none"> • Develop: 2020 • Implement: 2020-22



OUR COMMITMENT TO OUR FUTURE NOW!

'Our Future Now' signals the start of an exciting new chapter in the life of Table Tennis in Tasmania and for everyone within the Table Tennis community. Every stakeholder needs to understand the importance of the role they (and others) play in helping to deliver 'Our Future Now', to ensure our sport achieves its immense potential between 2020 and 2022 (and beyond).

Our activities will be guided by this Strategic Plan, which will be monitored by the TTTA Board. Through renewed trust and collaboration, we can and will achieve the future success and sustainability of our sport and our vision – To connect more people in Tasmania with Table Tennis.