

## TRIATHLON TASMANIA OPERATIONAL PLAN 2019

Key Results Area	Goals	Objectives	Key Performance Indicators
Organisation	Improve the management of Triathlon Tasmania and affiliates/clubs.	Ensure that affiliates and clubs have access to the latest information, policies and procedures allowing access to "best practice".	<p>Conduct a state-wide workshop to develop a comprehensive and progressive upcoming season event calendar.</p> <p>Develop an Event Manual to assist clubs and event organisers in planning and delivering consistent, high quality triathlon events.</p>
Junior Development	Provide a pathway and support network for junior athletes.	Arrest the current decline in junior membership numbers by ensuring that there is a statewide talent recognition system and supporting program.	<p>Conduct a thorough assessment and operational review of the "Fairbrother Squad" and implement a new junior development strategy to modernise and reinvigorate the junior pathway.</p> <p>Upon completion of the Fairbrother Squad review, ensure the strategy is widely communicated via social media, web page and newsletter and promoted at specific events such as State Series and Schools Triathlon events.</p> <p>Provide at least one event for junior athletes.</p> <p>Review and, if necessary, update sponsor engagement packages. Issue to Fairbrother and other potential sponsors.</p> <p>Engage with and incentivize clubs to provide entry level events.</p> <p>Develop a core group of TriStar Coaches.</p>
Participation	Increase overall participation.	Provide positive and quality introductory events for all ages.	<p>Produce and promote an annual schedule of events and activities.</p> <p>Measure and report on conversion rates to club membership from participation in Try-a-Tri, Try Kids and inclusive participation events.</p> <p>Hold a communication session in each state region for non-club aligned Tri Athletes to "sell" the value proposition of becoming aligned participants.</p>
Membership	Increase membership.	Recruit new members, explore new membership categories and strategies.	<p>Develop a state-wide communication strategy including media contacts, sponsor engagement processes and systems for member updates.</p> <p>In consultation with TA develop and implement a strategy for conversion of one day members to full membership.</p> <p>Develop and provide a welcome pack to all new annual members.</p>
Inclusion	Improve the quality and quantity of events in accordance with TT Inclusion Policy.	Ensure events for para, women only and mixed teams are offered to athletes.	<p>Arrange and hold a planning meeting with affiliates/clubs to discuss TT's Inclusion policy and work with them to ensure that the 2019/2020 schedule caters for para, women only and mixed teams.</p> <p>Plan and implement a targeted para and/or disabled athlete participation strategy.</p>

## TRIATHLON TASMANIA OPERATIONAL PLAN 2019

Key Results Area	Goals	Objectives	Key Performance Indicators
Promotion and Marketing	Improve the Triathlon Brand.	Provide access to high quality and up to date information, ensure events are professionally executed and maintain strong vibrant relationships.	Update and maintain the TT web and Facebook sites. Issue at least 4 newsletters direct to email addresses containing the latest information. Ensure that TT Board is formally represented at all state series races.
Governance	Improve planning and review.	Ensure best practice in policy and execution.	Ensure all TT policies are current and readily accessible. Ensure that all clubs have implemented the requirements of Working with Vulnerable Persons laws.
Ethics	Improve awareness.	Uphold integrity and display professional practices.	Increase the number of Member Protection Officers (MPIO). Publicize names and contact details.
Administration	Build best practice.	Work with stakeholders on the introduction of a One Management Model (OMM).	Assess latest information/strategy/requirements and discuss with stakeholders to ensure the best and right outcome for the Tasmanian Triathlon community.
Financial Management	Maintain high standards of financial management	Ensure that TT and each club is aware of best practice requirements.	Deliver a session for each club.
Sponsorships and Grants	Continue to apply for grants	Ensure that every opportunity for improving the sport via grants are accessed and utilized.	Sign up for and monitor "Govt Grants Watch List". Make recommendation to the TT Board. Seek a new "Naming Rights Sponsor"
Strong Partnerships	Build and maintain strong partnerships	Maintain positive community partnerships with government entities, disability service providers and event organisers.	Hold at least a quarterly meeting with assigned CS&R representative. Engage organisations such as New Horizons and, if appropriate, develop and execute a plan that enables people living with disabilities access to Triathlons event.
Coach and Official Education	Improve the numbers of accredited coaches, TOs and "qualified" traffic managers.	Ensure that access to these important sport participants is readily available.	Arrange and communicate the availability of coaching, TO's and traffic management courses.
Events	Improve the quality of events.	Ensure that customers not only keep safe but also enjoy a positive experience with competing in a Tasmanian Tri event.	Develop an SOP that describes and contains tools for event management.