

Pathways Workshop 2015 Outcomes

Background:

From the 11th to the 13th of March 2015, Volleyball Australia conducted a workshop focused on pathways and the FTEM (Fundamentals, Talent, Elite, Mastery) pathway framework. In this document, Volleyball Australia refers not only to the Volleyball Australia High Performance programs and teams but also to the broader volleyball community (eg: Volleyball Australia office, programs, states associations, clubs & associations individual members, etc) which starts with Junior programs and competitions like Spikezone, participation level programs and competitions through to International events like World Championships / Leagues / Grand Prix and the Olympics.

Below are the outcomes reached at the workshop:

STRATEGIC FOCUS

It has been agreed that the long-term future sustainability of our sport in both disciplines (both genders) will only be achieved by a renewed focus on providing equal and growing / additional participation and competitive opportunities at all levels of the volleyball pathways – commencing at Spikezone. The below listed critical outcomes will provide the sport of volleyball with the foundations to achieve the strategic focus.

CRITICAL OUTCOMES

Critical outcomes require an immediate allocation of resources.

1. VALUES

Volleyball in Australia will review and readopt their values (as currently documented in the VA and State Strategic Plans).

These values will govern how we strategically behave as one sport throughout Australia. They will include the adoption of a common language.

2. FTEM (<http://www.ausport.gov.au/ais/pathways>)

Volleyball in Australia will formally adopt the FTEM framework.

Volleyball Australia will create and lead a FTEM implementation committee as well as various underpinning working groups. Under the leadership of the implementation committee, the working groups will complete the design stage, drive the implementation and optimise the framework where possible.

3. AUSTRALIAN WAY including the Education Frameworks for coaches and referees

Volleyball in Australia will define itself from a philosophical and technical approach to the sport.

Following a technical and philosophical review by all four High Performance programs, Volleyball in Australia will establish the Australian Volleyball Philosophy. This would be aligned with our values and define our approach to the game. Subsequently, under the leadership of Volleyball Australia's High Performance Director, Volleyball Australia will review and align its curriculum including skills model, common language and Coach/Referee education.

4. PLANNING, CALENDAR & COMPETITION

Volleyball in Australia will improve its planning both in terms of notice (annual planning, nominations dates, selection dates etc) but also the clear strategic positioning of its competitions.

This will include:

- Establishment of a planning and calendar committee. (when & where)



- Establishment of a competition committee (the properties of each competition including, why? why not? which competitions?)

5. COMMUNICATION

Volleyball in Australia will improve its internal and external communication.

This will include the development of a communication plan and relevant communication templates

IMPORTANT OUTCOMES

These actions have been recognised as important to our sport and will be actioned within the constraints of Volleyball Australia's resources.

Systems and Processes	Who*	Timeframe*
Develop Selection Policies, Procedures & Timelines across all 4 programs		
Develop a Scholarship System across all 4 programs		
Develop a national elite development centre system across all 4 programs		
Design an athletes' individual management process that include round table (beach and indoor) and an athlete database		
Formally implement an NTID Network including State Talent Coordinators		
Review of the Member Protection Policy		
Design and implementation of an Study Policy for traveling teams		
Review of the Social Media Policy		
Host Pathways Meeting annually		
Review of the Risk Management Policy and Processes		
Align appropriate 'volleyball' documents to the FTEM framework		
Review of the Privacy Policy		

*To be confirmed prior to the Volleyball Australia Stakeholders meeting in May 2015.

COMMITTEES AND WORKING GROUPS

Three committees will be implemented following this workshop:

- **FTEM implementation committee**

Objective: Set up and manage working groups to fully implement the FTEM workshop across the sport.

- **Planning and calendar committee**

Objective: Collate and publish all calendar activities for the following calendar year at the May stakeholders meeting. For example: The draft 2016 calendar to be published in May 2015 and the confirmed calendar to be published in October 2015

- **Competition committee**

Objective: Review all competitive activities (including Spikezone) and provide advice to decision makers on:

- Competitions objectives
- Rules and regulations
- Competitions to prioritise and develop
- Timing and age groups of national/state/regional competitions

Expression of interest can be emailed to Mathieu.meriaux@avf.org.au

Please note that each Committee will include a number of Volleyball Australia appointed positions.