

FIBA Oceania Plan for 2007 – 2010

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Part 1: Preamble

The establishment of a system of scorecards by FIBA and the extension of this 'modus operandi' to each of the constituent zones has created a new and more strategic way of working for our organisation.

In the four years just concluded, this has already yielded substantial dividends. This is the way of the future, a method of working which will allow our game to continue to be relevant and attractive in the rapidly changing landscape of this new millennium.

Our Secretary General Patrick Baumann was very prophetic when he observed during the early years of the last quadrennial, as we worked to refine the scorecards for that FIBA cycle, that we were probably being too ambitious in the targets we set ourselves.

Reflecting on the experiences of the last cycle and mindful of the Secretary General's comments, this present document is a simpler and less ambitious plan for the future.

The desire to grow and develop the organisation, and our sport, is just as keen and ambitious as it was at the start of our last plan. Experience has shown that a number of small steps can add up to a giant leap.

While FIBA Oceania is a legal entity in its own right, it is a member of the global basketball family, which consists of 213 member federations spread across the 5 continents.

This plan recognises that our organisation has certain responsibilities and obligations in order that our sport and our organisation will achieve the objectives sought for the future.

At the same time, it acknowledges that we exist and pursue our programs because of the existence of FIBA as the governing body for our sport. Our plan is cognisant and mindful of the objectives set by FIBA for this quadrennial and that the 21 FIBA member federations who form the FIBA Oceania zone also have obligations and responsibilities if our sport is to achieve its future potential.

The plan acknowledges the supreme authority of FIBA and recognises the important role played by our federations in delivering basketball programs and shaping our future.

FIBA

We Are Basketball

Part 2: Focus areas.

- A. Competitions: *Playing the Game*
- B. Development: *Growing the Game*
- C. Administration: *Back of House*
- D. Finance: *Sustaining the Effort.*

Part 3: Objectives

A. Competition Objectives

1 Oceania Championships

- Sustain the progress achieved in meeting the presentation and performance targets established by FIBA for FIBA Oceania Championships.
- Ensuring the greatest possible participation by appropriately qualified federations in FIBA Oceania Championships.
- Ensure the number, frequency and categories of FIBA Oceania Championships meet our obligations as members of the FIBA family.
- Increase the commercial value of, and improve the financial viability of FIBA Oceania Championships.

2 Oceania Tournaments

- Maintain and improve the presentation of FIBA Oceania Tournaments.
- Extend the planning cycle for the allocation and staging of FIBA Oceania Tournaments.
- Establish a more sound, stable and consistent formula for the conduct of Oceania Tournaments.
- Adopt a pro-active and innovative approach to the creation of new Oceania Tournaments to meet the competition/development needs of the zone.
- Work with hosting federations and other partners to conduct events in a financial viable manner.

3 Continental Multi-Sport Festivals

- Sustain and enhance basketball's reputation as flagship sport at continental multi-sport events.
- Use the resources of FIBA and FIBA Oceania to ensure our sport is presented in the most attractive and most accessible manner at continental multi-sport events.

- The acceptance of FIBA processes, procedures and regulations at continental multi-sport events.

B. Development Objectives

1 For Players

- Foster the development of, and support the implementation of, talent identification and development programs in member federations.
- Provide appropriate competition pathways to allow for the development and progression of players.
- Deliver the abovementioned outcomes in a non-discriminatory way.
- Require that only appropriately trained and accredited coaches work with teams at FIBA Oceania events.

2 For Coaches

- Assist member federations in the development of national coaching accreditation programs where these do not exist.
- Harmonise programs delivered by member federations within the zone.
- Deliver regional and high-level coach education courses which are beyond the means of individual federations to undertake.
- Work with other agencies in the development of coaching resources.
- Activate coaches with relevant practitioner roles once they gain accreditation.
- Provide international coach study opportunities for appropriately qualified participants.
- Promote the use of the resources and programs produced globally by FIBA.
- Increase the number of FIBA licensed coaches.
- Work with federations to establish pathways for coaches.
- Use only licensed and accredited coaches at FIBA Oceania events.
- Develop the FIBA Oceania database of qualified and licensed coaches.

3 For technical officials (referees, scorebench personnel and statisticians)

- Assist member federations in the development of national accreditation programs for technical officials where these do not exist.
- Harmonise programs delivered by member federations within the zone.
- Deliver regional and high-level education courses for technical officials, which are beyond the means of individual federations to undertake.

- Work with other agencies in the development of resources for technical officials.
- Activate technical officials with relevant practitioner roles once they gain accreditation.
- Provide international development opportunities for appropriately qualified technical officials.
- Promote the use of the resources and programs produced globally by FIBA.
- Increase the number of FIBA licensed referees.
- Work with federations to establish pathways for technical officials.
- Use only Licensed and accredited technical officials at FIBA Oceania events.
- Develop the FIBA Oceania database of qualified and licensed technical officials.

4 For Administrators

- Assist member federations in the development of programs and resources for administrators where these do not exist.
- Harmonise programs delivered by member federations within the zone.
- Promote the use of FIBA Organizer and the FIBA Administration Manual as tools for member federations.
- Deliver regional and high-level education courses for administrators, which are beyond the means of individual federations to undertake.
- Work with other agencies in the development of resources for administrators.
- Activate administrators with relevant practitioner roles once they gain accreditation.
- Provide international development opportunities for appropriately qualified administrators.
- Work with federations to establish pathways for administrators.
- Develop the FIBA Oceania database of qualified and licensed administrators.
- Insist on the use of FIBA Organizer for the conduct of FIBA Oceania event.

5 For Facilities

- Provide technical expertise for federations on facilities matters.
- Promote the use of FIBA approved equipment by federations and organisations responsible for the conduct of basketball events.
- Partner with federations and other agencies in the development and upgrade of facilities.

C. Administration Objectives

- Be recognised as an administratively sound and efficient organisation by our parent body, constituent federations and sporting partners in the zone.
- Raise the awareness of the FIBA and FIBA Oceania name, logo and brand.
- Meet or exceed the administrative requirements and timelines of FIBA.
- Meet the statutory requirements imposed by our legal status.
- Be recognised as a reference point in administrative matters by our constituent federations.

D. Finance Objectives

- Increase the income of FIBA Oceania.
- Diversify the revenue sources.
- Maintain standards of financial reporting and accountability.
- Reduce the impact of AUD:USD variability on the FIBA Oceania budget.

Part 4: Targets, Initiatives, Resources, Measures

Our *objectives* outlined above will become our *targets*. The *initiatives* are the steps to be taken to drive towards our targets. The *resources* are the things needed to achieve our targets. The *measures* are the means to monitor our progress towards our targets.

These are spelt out in the following pages.

<i>Measures</i>	<i>Targets</i>	<i>Initiatives</i>	<i>Resources</i>
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Part 5: The detail

A. Competition Objectives: <i>Playing the Game</i>			
1. Oceania Championships			
Post event reports on level of compliance.	<ul style="list-style-type: none"> ● Sustain the progress achieved in meeting the presentation and performance targets established by FIBA for FIBA Oceania Championships. 	FIBA Event, Marketing, TV and IT Manual continue to be reference point for FIBA Oceania and LOC in staging of FIBA Oceania Championships.	Cost and revenue obligations as per FIBA Event and Marketing Manuals. Seek cost recovery when recognition of FIBA Partners not match by marketing revenue for Oceania.
Oceania Championships are more than 2 team events.	<ul style="list-style-type: none"> ● Ensuring the greatest possible participation by appropriately qualified federations in FIBA Oceania Championships. 	Ensure Federations are aware of competition pathways. Assist with participation when appropriate.	Budget allocation for participation by appropriately qualified federations.
Changes in FIBA Oceania Calendar reflect FIBA International Competition Calendar.	<ul style="list-style-type: none"> ● Ensure the number, frequency and categories of FIBA Oceania Championships meet our obligations as members of the FIBA family. 	Establish FIBA Oceania Calendar once FIBA Competition events finalised. FIBA U-17 and FIBA 3on3 events yet to be determined.	Review staff responsibilities to ensure success in this area.
Positive financial outcome for FIBA Oceania from at least OMSM.	<ul style="list-style-type: none"> ● Increase the commercial value of and improve the financial viability of FIBA Oceania Championships. 	Exploit presenting sponsor rights for OMSM & OMSW provided for in the FIBA Event Manuals.	Staff in FIBA Commercial Department. Closer and earlier liaison with hosting federations.
2. Oceania Tournaments			
Baseline performance scorecard established.	<ul style="list-style-type: none"> ● Maintain and improve the presentation of FIBA Oceania Tournaments. 	FIBA Event Manual becomes template for FIBA Oceania Tournaments. Performance report card developed.	Event Manual and pre-event checklist.
Compliance with 2 year ahead of event allocation.	<ul style="list-style-type: none"> ● Extend the planning cycle for the allocation and staging of FIBA Oceania Tournaments. 	Target to allocate events 2 years ahead of staging	Create rolling timelines for event allocations.

<i>Measures</i>	<i>Targets</i>	<i>Initiatives</i>	<i>Resources</i>
Regulation established regarding conduct of FIBA Oceania Tournament.	<ul style="list-style-type: none"> Establish a more sound, stable and consistent formula for the conduct of Oceania Tournaments. 	Create proposal for competition format for FIBA Oceania Senior Tournaments.	Anticipate budget allocation needed to give event more permanent and stable format.
Number of new events at end of cycle compared with 2006.	<ul style="list-style-type: none"> Adopt a pro-active and innovative approach to creation of new Oceania Tournaments to meet the competition, development needs of the zone. 	Investigate feasibility of Youth Category and FIBA 3on3 events.	Develop budget allocation for these possible events.
Financial report from LOC shows profit or break-even financial outcome.	<ul style="list-style-type: none"> Work with hosting federations and other partners to conduct events in a financial viable manner. 	Match event expectations to economic realities of the region. Ensure hosting federations have the means to deliver to FIBA expectations,	Scrutinise event budgets. Evaluate financial outcomes.
3. Continental Multi-Sport Festivals			
Participant, spectator, media and website numbers indicate basketball is a flagship sport.	<ul style="list-style-type: none"> Sustain and enhance basketball's reputation as flagship sport at continental multi-sport events. 	Work with event organisers to ensure basketball is on the program. Ensure event is staged and promoted to showcase the attractiveness of basketball.	Financial strength to ensure FIBA Oceania can deliver on its responsibilities.
2011 Pacific Games establish baseline performance scorecard.	<ul style="list-style-type: none"> Use the resources of FIBA and FIBA Oceania to ensure our sport is presented in the most attractive and most accessible manner at continental multi-sport events. 	Event Manual becomes benchmark for manner of presentation. Embrace media and new technologies to increase the audience of events. Performance report card developed.	Partnership between controlling body, LOC and FIBA Oceania. Financial strength to ensure FIBA Oceania can deliver on its responsibilities.
2011 Pacific Games, FIBA compliant.	<ul style="list-style-type: none"> The acceptance of FIBA processes, procedures and regulations at continental multi-sport events. 	Work with governing bodies to encourage use of FIBA eligibility, regulations, processes and procedures.	No significant resources needed to achieve this target.
B. Development Objectives: <i>Growing the Game</i>			
1. For Players			

<i>Measures</i>	<i>Targets</i>	<i>Initiatives</i>	<i>Resources</i>
Quantify approved programs operational in federations.	<ul style="list-style-type: none"> ● Foster the development of, and support the implementation of talent identification and development programs in member federations. 	ZDO's and visiting Technical Experts monitor operation of existing programs, provide guidance in the establishment of programs where currently non-existent.	Funding for development/review of resources.
Successfully completed OYT's, All-Star programs, report card on U-16 tournament project.	<ul style="list-style-type: none"> ● Provide appropriate competition pathways to allow for the development and progression of players. 	Youth Tournament to reduce in age. All-Star tournament to continue. Examine possible future U-16 tournament.	Dependant on budget allocation to ensure viability. U-16 tournament will require financial allocation.
Monitor gender numbers. Report on equality of opportunities provided.	<ul style="list-style-type: none"> ● Deliver the abovementioned outcomes in a non-discriminatory way. 	Opportunities for males and females advance in tandem.	Gender equal delivery is more expensive than single gender focus.
Event entry form requires coach information. Report on compliance.	<ul style="list-style-type: none"> ● Require that only appropriately trained and accredited coaches work with teams at FIBA Oceania events. 	Insist that all coaches at FIBA Oceania events have completed national or FIBA Oceania accreditation.	No significant financial cost to FIBA Oceania to achieve this target.
B. Development Objectives (cont.)			
2. For Coaches			
Quantify approved programs operational in federations.	<ul style="list-style-type: none"> ● Assist member federations in the development of national coaching accreditation programs where these do not exist. 	Continue development of FIBA Oceania Coach accreditation courses and resources in collaboration with Australia and New Zealand.	Requires budget allocation.
?	<ul style="list-style-type: none"> ● Harmonise programs delivered by member federations within the zone. 	Work with federations to ensure mutual recognition and transferability of accreditations.	No significant financial cost to FIBA Oceania to achieve this target.
Report on number of courses, number of participants.	<ul style="list-style-type: none"> ● Deliver regional and high-level coach education courses which are beyond the means of individual federations to undertake. 	ZDO's and Oceania and FIBA Experts deliver specialist coach education and accreditation courses. Use regional events to deliver high-level coach seminars and	Calendar, costing, budget allocation.

<i>Measures</i>	<i>Targets</i>	<i>Initiatives</i>	<i>Resources</i>
	undertake.	workshops.	
Report on resources revised, developed.	<ul style="list-style-type: none"> Work with other agencies in the development of coaching resources. 	Continue dialogue with Basketball Australia, Basketball New Zealand and Oceania Sports Education Project. Monitor education initiatives being developed by FIBA.	Costing, budget allocation.
Data available on practitioner roles of accredited coaches.	<ul style="list-style-type: none"> Activate coaches with relevant practitioner roles once they gain accreditation. 	Require a practical commitment to activate coaching accreditations. Monitor through FIBA Organizer database.	No significant financial cost to FIBA Oceania to achieve this target.
International Coach tour reports and resources developed.	<ul style="list-style-type: none"> Provide international coach study opportunities for appropriately qualified participants. 	Review FIBA Oceania Coaches' Study Tour. Monitor opportunities for World Coaches' Study Tour conducted by Basketball Australia.	Costing, budget allocation for both projects.
Documented evidence of resource and information distribution.	<ul style="list-style-type: none"> Promote the use of the resources and programs produced globally by FIBA. 	Ensure federations and coaches on database are aware of resources. Assist in providing access where needed.	Anticipate minimal financial cost to FIBA Oceania to achieve this target.
Reports out of databases.	<ul style="list-style-type: none"> Increase the number of FIBA licensed coaches. 	Monitor licensing of coaches by Federations.	No significant financial cost to FIBA Oceania to achieve this target.
Participation reports: Federations and coaching personnel.	<ul style="list-style-type: none"> Work with federations to establish pathways for coaches. 	Federations establish competition calendars and consistently participate in FIBA Oceania events to provide development pathway for coaches.	No significant financial cost to FIBA Oceania to achieve this target.
Report on benchmarks and compliance.	<ul style="list-style-type: none"> Use only licensed and accredited coaches at FIBA Oceania events. 	Establish accreditation benchmarks for various FIBA Oceania events.	No significant financial cost to FIBA Oceania to achieve this target.
Database reports.	<ul style="list-style-type: none"> Develop the FIBA Oceania database of qualified and 	Continue to log participants in FIBA Organizer database. Require	No significant financial cost to FIBA Oceania to achieve this

<i>Measures</i>	<i>Targets</i>	<i>Initiatives</i>	<i>Resources</i>
	licensed coaches.	federations to testify as to activity level of accredited coaches.	target.
B. Development Objectives (cont.)			
3. For technical officials (referees, scorebench personnel and statisticians)			
Quantify approved programs operational in federations.	<ul style="list-style-type: none"> Assist member federations in the development of national accreditation programs for technical officials where these do not exist. 	Continue work on development of Technical Officials accreditation course and resources.	Costing, budget allocation.
?	<ul style="list-style-type: none"> Harmonise programs delivered by member federations within the zone. 	Encourage mutual recognition and transferability of accreditation.	No significant financial cost to FIBA Oceania to achieve this target.
Report on number of courses, number of participants.	<ul style="list-style-type: none"> Deliver regional and high-level education courses for technical officials, which are beyond the means of individual federations to undertake. 	ZDO's and FIBA Technical experts deliver programs beyond the means of individual federations or local presenters to deliver.	Costing, budget allocation.
Report on resources revised, developed.	<ul style="list-style-type: none"> Work with other agencies in the development of resources for technical officials. 	Liaise with developed basketball nations in zone and other members of FIBA family to use best available and appropriate resources.	Costing, budget allocation.
Data available on practitioner roles of accredited technical officials.	<ul style="list-style-type: none"> Activate technical officials with relevant practitioner roles once they gain accreditation. 	Ensure accreditation is linked to taking on practical roles.	No significant financial cost to FIBA Oceania to achieve this target.
Reports on Technical officials from Events	<ul style="list-style-type: none"> Provide international development opportunities for appropriately qualified technical officials. 	Continue the program of requiring teams at FIBA Oceania events to be accompanied by appropriately qualified technical officials.	Cost sharing between federation, FIBA Oceania and LOC.
Documented evidence of resource and information distribution.	<ul style="list-style-type: none"> Promote the use of the resources and programs produced globally by FIBA. 	Ensure federations and coaches on database are aware of resources. Assist in providing access where needed.	No significant financial cost to FIBA Oceania to achieve this target.

<i>Measures</i>	<i>Targets</i>	<i>Initiatives</i>	<i>Resources</i>
Database reports.	<ul style="list-style-type: none"> ● Increase the number of FIBA licensed referees. 	NBDO's, ZDO's and FIBA Experts continue to conduct accreditation courses and log participants in FIBA Organizer database.	No significant financial cost to FIBA Oceania to achieve this target.
Participation reports: Federations and technical officials.	<ul style="list-style-type: none"> ● Work with federations to establish pathways for technical officials. 	Federations establish competition calendars and consistently participate in FIBA Oceania events to provide development pathway for technical officials.	No significant financial cost to FIBA Oceania to achieve this target.
Report on benchmarks and compliance.	<ul style="list-style-type: none"> ● Use only licensed and accredited technical officials at FIBA Oceania events. 	Establish accreditation standards for participation in FIBA Oceania events.	No significant financial cost to FIBA Oceania to achieve this target.
Database reports.	<ul style="list-style-type: none"> ● Develop the FIBA Oceania database of qualified and licensed technical officials. 	Monitor the databases maintained by federations. Monitor activation status of officials in FIBA Oceania database.	No significant financial cost to FIBA Oceania to achieve this target.
B. Development Objectives (cont.)			
4. For Administrators			
Quantify approved programs operational in federations.	<ul style="list-style-type: none"> ● Assist member federations in the development of programs and resources for administrators where these do not exist. 	Work with developed basketball federation and others in basketball family to develop administration resources and training manuals.	Costing, budget allocation.
?	<ul style="list-style-type: none"> ● Harmonise programs delivered by member federations within the zone. 	Encourage mutual recognition and transferability of accreditation.	No significant financial cost to FIBA Oceania to achieve this target.
Special Projects Officer reports on activity and compliance. Report on utilisation of administrative compliance as participation selection criteria.	<ul style="list-style-type: none"> ● Promote the use of FIBA Organizer and the FIBA Administration Manual as tools for member federations. 	Special Projects Manager to regularly monitor federation activity and compliance. Administrative efficiency becomes a criteria for participation in FIBA Oceania events.	No significant financial cost to FIBA Oceania to achieve this target.

<i>Measures</i>	<i>Targets</i>	<i>Initiatives</i>	<i>Resources</i>
Report on number of courses, number of participants.	● Deliver regional and high-level education courses for administrators, which are beyond the means of individual federations to undertake.	Use regional events as opportunity to deliver administration workshops.	Costing, budget allocation.
Report on resources revised, developed.	● Work with other agencies in the development of resources for administrators.	Seek useful and best practice resources and make these available to federations.	Costing, budget allocation.
Data available on practitioner roles of accredited administrators.	● Activate administrators with relevant practitioner roles once they gain accreditation.	Monitor transfer from course to active role within basketball.	No significant financial cost to FIBA Oceania to achieve this target.
Activity reports.	● Provide international development opportunities for appropriately qualified administrators.	Use FIBA Oceania events to develop administrative capabilities of active administrators.	Cost sharing between federation, FIBA Oceania and LOC.
?	● Work with federations to establish pathways for administrators.	Build the basketball participation pyramid to create escalating administration opportunities.	No significant financial cost to FIBA Oceania to achieve this target.
Database reports	● Develop the FIBA Oceania database of qualified and licensed administrators.	FIBA Oceania maintains and updates database of accredited administrators.	No significant financial cost to FIBA Oceania to achieve this target.
Compliance reports.	● Insist on the use of FIBA Organizer for the conduct of FIBA Oceania event.	Mandatory from 2004. Increase expectations on federations for use of the resource.	No significant financial cost to FIBA Oceania to achieve this target.
B. Development Objectives (cont.)			
5. For Facilities			
Documented evidence of resource and information distribution.	● Provide technical expertise for federations on facilities matters.	Ensure federations are aware of the resources available.	No significant financial cost to FIBA Oceania to achieve this target.
Report line in event reports.	● Promote the use of FIBA approved equipment by	Disseminate information about FIBA Study Centre and Partners.	No significant financial cost to FIBA Oceania to achieve this

<i>Measures</i>	<i>Targets</i>	<i>Initiatives</i>	<i>Resources</i>
	federations and organisations responsible for the conduct of basketball events.	Use facilities checklist in pre-event evaluations.	target.
Status Report.	● Partner with federations and other agencies in the development and upgrade of facilities.	Provide expertise and where possible financial resources to develop and upgrade facilities.	Costing, budget allocation.
C. Administration Objectives: <i>Back of House</i>			
Provide opportunities for counterparts to rate FIBA Oceania.	● Be recognised as an administratively sound and efficient organisation by our parent body, constituent federations and sporting partners in the zone.	Monitor administrative efficiency of FIBA Oceania Secretariat. Continually seek best practice methods of working. Develop the culture of service.	Ensure Secretariat is adequately funded to meet technology and staffing needs.
? Report on investment in projects.	● Raise the awareness of the FIBA and FIBA Oceania name, logo and brand.	Invest in promoting the FIBA and FIBA Oceania name, logo and brand. Balls, banners, clothing labels, promotional materials, arena signage.	Costing, budget allocation.
Provide opportunities for FIBA to rate FIBA Oceania.	● Meet or exceed the administrative requirements and timelines of FIBA.	Respond appropriately and within established timelines to FIBA reporting requirements.	No significant financial cost to FIBA Oceania to achieve this target.
No default notices, late submission penalties.	● Meet the statutory requirements imposed by our legal status.	Ensure Statutory obligations and met in a timely manner.	No significant financial cost to FIBA Oceania to achieve this target.
Documented evidence of resource and information distribution.	● Be recognised as a reference point in administrative matters by our constituent federations.	Use ZDO visits and FIBA events to share administrative expertise.	No significant financial cost to FIBA Oceania to achieve this target.
D. Finance Objectives: <i>Sustaining the effort.</i>			
Value of income compared to 2006.	● Increase the income of FIBA Oceania.	?	?

<i>Measures</i>	<i>Targets</i>	<i>Initiatives</i>	<i>Resources</i>
Income pie graph comparisons with 2006.	<ul style="list-style-type: none"> ● Diversify the revenue sources. 	Reduce dependence on FIBA Geneva to finance operations, by seeking alternative revenue sources.	No significant financial cost to FIBA Oceania to achieve this target.
Financial audit without qualification.	<ul style="list-style-type: none"> ● Maintain standards of financial reporting and accountability. 	Provide regular financial reports to Management Committee, FIBA Oceania members, Statutory regulators.	Ensure Secretariat is adequately funded to meet technology and staffing needs.
Origin currencies of FIBA Oceania income.	<ul style="list-style-type: none"> ● Reduce the impact of AUD:USD variability on the FIBA Oceania budget. 	Seek strategies to reduce impact of currency fluctuations.	No significant financial cost to FIBA Oceania to achieve this target.