

STROUD MASTERS SWIMMING CLUB

Swimming in the five valleys



SUCCESSION PLANNING

As with most clubs that are run by volunteers, there will be a small nucleus of people who somehow manage to find the time to deal with all of the issues that arise, management or coaching – The committee and the coaches. One of the responsibilities of this team is to ensure that the club continues as a well run entity even if one of its members is unable to fulfil their duties, either temporarily or long term. There tends to be a reluctance among the other members of the club to step forward as a volunteer, possibly due to a perceived lack of time to commit to the tasks required, or maybe doubting whether they have sufficient knowledge, ability or indeed access to the modern technology that seems to be more and more a requirement (PC/Printer/email/Broadband access), to fulfil some of these roles. However, when a crisis occurs, there always seems to be someone who will step forward to carry out the role; whether as a volunteer or someone who is slightly more cajoled or even 'press-ganged' into the role.

To reduce or eliminate the 'crisis' factor, the SMSC have the following strategy in place.

- Identification of KEY Roles – both Management Committee and trained poolside personnel.
- Role description for ALL of the Key Roles.
- Regular meetings to monitor the clubs performances and analyse strengths and weakness.
- Regular communication with all members ensuring that they are advised, and aware of the clubs position – poolside, management, finance, facilities etc. This is done by verbal communication at poolside, and also via the club website and email.

Although the Club Constitution shows a small management team / committee – 5 persons, the constitution allows further members to be co-opted onto the committee, thus enabling the Club to identify additional helpers. We have consistently had 7 members on the management team, although 2 of these are also poolside coaches. This does mean that the workload can be distributed, and there exists the potential for non-executive committee members to step into the breach if necessary.

There are only 3 poolside coaches, and with 6 sessions per week, this is an area where we have to focus. The Chief Coach has identified members who are interested in coaching, and suitable courses are being sought. This is an ongoing situation

Training Courses, for both poolside and management, are regularly sought, and where appropriate, members attend such courses which are subsidised by the club.