



IOM Sport Governing Bodies Talent Development Project

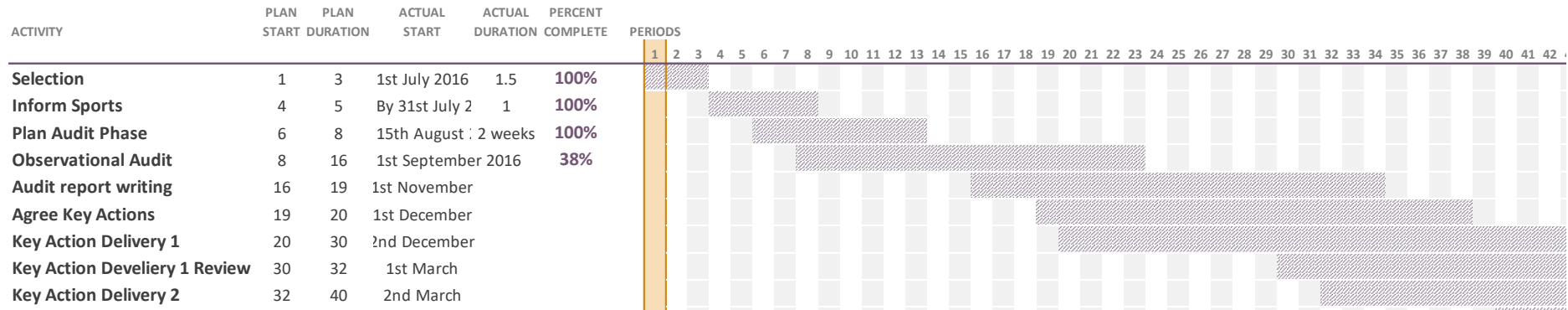
Opportunities

- To link this project to the wider aims of Manx sport and the CGA in relation to having more athletes competing at World Class and Commonwealth levels.
- To develop a robust audit, review and reporting process that stands up to scrutiny and is based upon best practice, relevant research and the ethos of IOM Sport.
- Provide assistance to 2 Governing bodies in their quest to develop athletes that are capable of competing and winning at World Class and Commonwealth level. Any help provided would be relative to the needs within each sport (as identified by the audit) and could include work with administrators, coaches and athletes to prepare a suitable journey to the top.
- To deliver a measurable legacy to the selected sports so work can be continued after any intervention has ended.



Timeline

Talent Development Project



Audit phase aims

To understand the sport, their success stories and their challenges in the context of identifying and developing 'talented' athletes. All areas of the sport will be part of this review and information gathering exercise, however the context will always be in relation to the opportunities stated on the previous page.

Audit Categories

Each of the following areas will be reviewed as part of the audit process:

- Governance
- Finance (Governing Body only in initial stages)
- Strategy
- Culture
- Environment
- Coaching
- Officials
- Administration
- Volunteers
- Talent Identification
- Talent Development Pathways
- Talent Development History
- Retention of athletes
- Competition Structure

Audit Process

The audit process will involve the following information gathering processes:

- Observation (formal and informal)
- Meetings (Group and One to One)
- Questionnaires/Survey's
- Online research/review
- Informal Conversations

And will involve all stakeholders including but not limited to:

- Governing body representatives
- Club representatives
- Parents
- Athletes
- Coaches
- Volunteers

The following organisations/clubs/groups will be invited/requested/consulted during the audit process in one form or another.

IOM Athletics

- IOMAA
- Manx Harriers
- Western AC
- Northern AC
- Manx Fell Runners
- Veteran Athletics Club
- Manx Sport and Recreation
- Secondary School PE Staff
- Run IOM (if groups still meeting regularly)
- Other relevant groups identify by IOMAA as required



Information gathering

As part of the audit process I will be reviewing and relating back to the following information

The Governing Body Application Form

Meeting minutes from the previous 2 years

Information provided online by the organisations/groups identified on the previous page

Where available - Race / Competition Entries for the previous 2 years/seasons

Therefore, please can you send through the previous 2 years' worth of meeting minutes in relation to the IOMAA, IOMSA and IOMSC provided at the earliest possible convenience – No later than 1st November 2016

I would also like all available competitor lists over the previous 2 years sent through – No later than 1st November 2016

Please use the email pau@movetoperform.co.uk





Below is a list of people that it would be great to talk with over the audit period. I would like the relevant governing bodies help in organising such meetings/conversations and I will be as flexible to ensure they take place either in person or over the phone.

Where an individual is highlighted I would like for that particular conversation to happen as a one to one.

IOM Athletics

- IOMAA committee as a group and individual members as required
 - Anthony Brand (IOM Games Manager and MH Chairman)
 - Delia Fairclough (HoP)
 - Di Shimell (Coaching co-ordinator MH)
 - MH Committee
 - Western Committee
- Northern AC Committee and sub committee's (Coaching / Volunteer / Development Officer)
 - Manx Fell Runners Committee / Reps
 - Veteran Athletics Club committee / Reps
- A selection of coaches currently taking sessions that can represent each track discipline (Sprint, Endurance, Throws, Jumps, Race Walking)
 - Steve Partington (Athletics Team Manager Glasgow)





Who is conducting the audit?

The audit will be conducted by Paul Jones. Paul is the Talent Development Advisor to Isle of Man Sport and has extensive experience working in high performance sports environments. He has been part of the management team (as Head of Sport Science and Medicine) at a Premier League Football Academy that performed an internal audit of their own talent identification and development pathway in preparation for an external Premier League audit. The internal audit carried out ensured the club secured the highest category rating from the Premier League with one of the highest audit scores in the country. Most importantly of all, the young players at the club have gone on to excel in the environment that was created during that time.

Paul has experience as a professional athlete (although it was football so this is debatable!) and as a Level 3 coach working with U10's through to Senior players, in amateur and professional settings. He is in possession of an Enhanced CRB check in relation to the work he undertakes for IOM sport and is bound by the confidentiality statements made in the mutually agreed (and signed) Service Level Agreement





What will the audit mean for me/look like in practice?

Paul will be spending time with the 2 sports selected over the coming 10 weeks to learn more about each sport, uncover the positives and understand the challenges being faced. This means he will be at various training/coaching sessions, attending meetings and talking to a wide range of people involved in your sport.

If you see him at a session, please feel free to say hello and offer any thoughts/ideas you may have to improve your sport or the sport your child performs. Please just go about your normal business in the normal way, Paul is not assessing you, he is just looking to understand the sport a little more. He also recognises that one session does not a sport make, so he will be trying to get to as much as possible, as often as possible.

You will also have an opportunity to provide further feedback by completing an online survey when it is released in a couple of weeks' time.

The ultimate aim of this project is to increase the number of Athletes/Swimmers from the Isle of Man who are able to compete and win at World and Commonwealth level in senior competition. However, we understand that there are many aspects in relation to how a sport operates that feed into this outcome, therefore by talking and listening to as many people connected to each sport as possible over the coming weeks we hope to develop some key actions that we can all work towards over the coming year. The agreed actions will endeavour to provide a positive outcome for all stakeholders with the sport as well as deliver our long-term aims.

