

PREPARING FOR THE ADVENTURE



Adventurer's Guide to 2022/23 Planning

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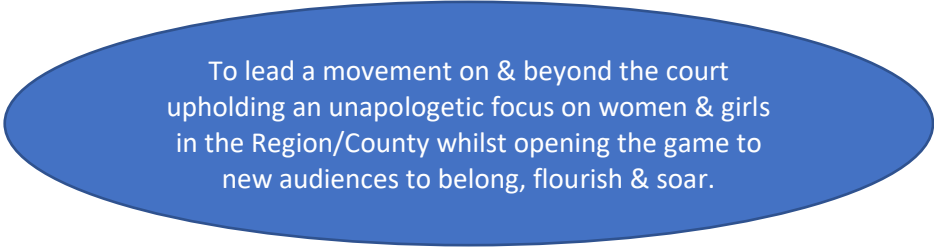
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PURPOSE

England Netball (EN) as the National Governing Body for Netball has launched a new, exciting and aspirational 10 years purpose driven Adventure strategy, guided by three years of feedback from staff, volunteers, members and partners through 250 drawings and consultation from over 3000 voices. In reality we are all **`Guardians of the Game`** (see the Moral Compass at appendix 1) so this is a strategy for **OUR** sport. We need to take responsibility for the health and well-being of **OUR** sport, commit to the cause (the Purpose), work collectively (volunteers and employees) and collaboratively to visibly demonstrate a real pride for the badge and exhibit behaviours of a high performing team.

The guiding light for the adventure (strategy) is the Purpose, so all planning, actions and decisions must be fully aligned to *“the reason why something is done or created or for which something exists,”* - the purpose (the cause) which is detailed below.



To lead a movement on & beyond the court
upholding an unapologetic focus on women & girls
in the Region/County whilst opening the game to
new audiences to belong, flourish & soar.

For us to embark on this adventure collectively and successfully, it is important to build a strong foundation as the springboard for future growth and this will be primarily, although not exclusively, achieved through the prioritisation of people and culture during the early years of the strategy. Primarily by:

- **Working as ONE:** as a big Netball family team, with a network of local teams flourishing as regional & county communities fully aligned to the same Purpose (see One Team section) and;
- **Transforming our culture:** through the values, and behaviours that frame this `thriving collective` and guide and inspire us throughout the adventure. The stronger and more embedded the culture, the more aligned we become to the Purpose (see One Culture section).

Both strategic drivers are essential parts of the planning process at a national, regional, and county level (see One Plan section).

The purpose of the Adventurers Guide is to provide fellow adventurers with a reference point, to frame and support the development of a community of thriving collectives and empower them to create extraordinary opportunities and experiences primarily for women and girls but also for wider audiences where appropriate. This is a 'live' document so will be reviewed and updated as required.

EN 10 YEAR ADVENTURE STRATEGY

The 10 year strategy for the sport is progressive, ambitious and relevant to 21st century sport and lifestyles. Funding of £21m has been secured from Sport England for the next five years (2027) but this only represents part of the funding required to deliver the planned programmes so as a collective we need to support the growth of membership revenues and, where appropriate commercial revenues. The Adventure is guided by the Purpose & framed by six destinations & 14 Game Changers (Appendix 2).

It is recognised that to achieve such ambitious outcomes we must build a solid platform that will act as a springboard for the full activation of the strategy. 2022/23 has been identified as a Foundation year so we can collectively harness our insight, start to explore how we operate as one team, building strong coherent systems & communication, exploring the new culture, identify short, medium & long term funding requirements & opportunities, to enable us to develop a longer term four year plan to prepare us for Transformation & Acceleration phases of the adventure (Appendix 3). This should not distract from the continued focus on 'business as usual.'

A full version of the Adventure Strategy can be accessed [here](#). Information about England Netball's new brand identity can be accessed [here](#).

A series of bite size interviews with EN staff and volunteers, providing further insight into the EN priorities to support the Planning process, are listed in Appendix 11 - EN Bite Size interviews to support Planning.

WORKING AS ONE

Henry Ford once said *“Coming together is the beginning. Keeping together is progress. Working together is success.”* As a sport, volunteers and employees we came together on 21st and 25th May 2022 to explore our commitment to working together for the sport we are proud to be a part of and to understand what that really means; where things are working well and where we need to improve, so we have started the process. Our challenge is to reach and sustain the working together stage.

Working as One is powered by the mantra that provides the building blocks for a more coherent and cohesive framework by which the netball team, employees and volunteers can work more collaboratively to make netball the best sport it can be.

- One Purpose
- One Team
- One Culture
- One Plan.



ONE PURPOSE

The purpose is the beacon that guides us through the adventure and as such it is the direction finder against which our collective & individual thinking, route planning and decision making must be aligned. We will move through a number of planning phases on the Adventure, but the Purpose will remain the constant, the long-term aspiration, and the place we want to reach one day.

In reality, it is an infinite purpose - a destination we will never meet because we will always be seeking to engage with more women and girls (and wider audiences) and enabling more of them to feel they belong and have an opportunity to flourish and soar. The purpose represents the 'WHY' we do what we do. As Simon Sinek suggests *"Inspired leaders, organisations and teams find their deepest purpose – their 'why'? – and attract followers through shared values, vision, and beliefs."* They create a **MOVEMENT.**

The graphic opposite shows a process that purpose driven organisation will implement. We have completed stage one through the identification of a clear, relevant, and powerful purpose and; started the conversation with stakeholders (employees and volunteers) at a national, regional, and county level. However, there is still much to do to ensure we create enough `safe spaces` to allow those conversations to be meaningful.



Leading with Purpose in an Age Defined by It, Quartz Insights and WE, 2019

ONE TEAM

The Working as One workshop on 21st May 2022 was the first time that senior managers from England Netball and senior regional volunteers have met to explore the opportunities and obstacles from adopting a more collaborative working relationship, aligned to the Purpose.

The group used the GROW model (Appendix 4) to agree the **G**oal of working as One and what that means in practice; to take a **R**eality check to establish the current situation, (what is working well, what not so well, what are the obstacles); identify the **O**ptions for addressing the risks and finally; to exercise their **W**ill to commit to the way forward.

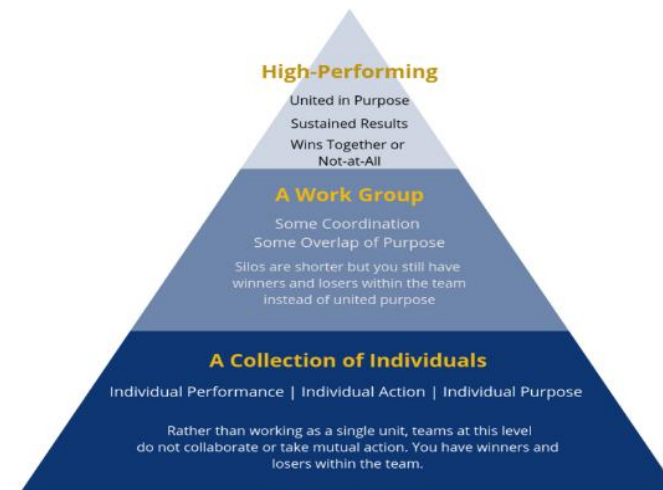
The workshop attendees were asked what Working as One as a high performing team would look like by 2027 **(the Goal)** and they identified the following six characteristics:

- We would all be aligned behind the Purpose.
- `We` has replaced `Us & Them`.
- There would be a collective pride in the badge.
- There would be consistent behaviours across all teams.
- Seamless and targeted communication.
- We trust each other.

The graphic opposite presents a more detailed model of the characteristics of high performing teams.



Three Levels of a High Performance Team



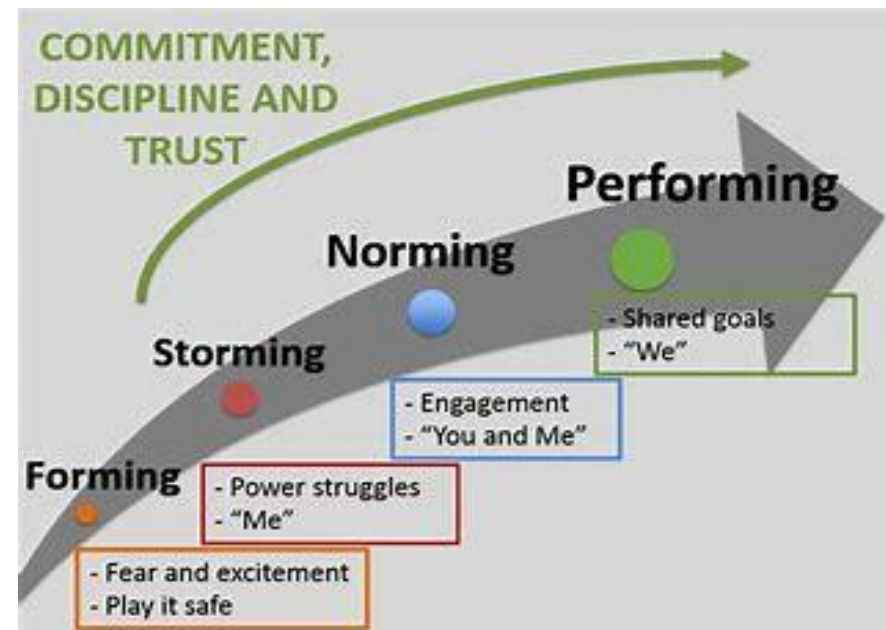
When asked to define where we are now **(the reality)** the group identified the following characteristics:

- Collective passion for the sport
- A strong sense of 'Us & Them'
- Time is rarely/ never spent building relationships
- We are challenged by some systems & processes
- Inconsistent communication
- Lack of trust in pockets
- Lack of engagement between national employees and county volunteers (that would probably extend to grassroots netball).

The graphic opposite we indicate that we current fluctuate between a collection of individuals & working as a group.

The Groups concluded and committed **(the Will)** to... Investing more time and thought on `how` we work together rather than focusing solely on `what` we do together.

The graphic opposite is the well-known stages of a team continuum. It is a reminder that we need to invest time, energy and thought into how we work together to ensure positive and sustainable outcomes are achieved. It takes time.



Following the Working as One meeting on 25th May 2022, attended by over 120 volunteers and employees, we are in the process of reviewing the feedback and soliciting thoughts on our options for creating a more coherent and cohesive team. The key themes **(the Options)** will be consolidated into a national Working as One action plan that will be published in the summer.

In parallel to the work happening at a national level it is recommended that, led by the Regional Chair and the Partnership and Delivery Manager, each region replicates this process in a way that suits their situation and environment. Using the GROW model (Appendix 4) as part of the regional planning process (see next section) could be a useful tool to support the process. This will be part of our People and Culture priority for 2022/23. It will also provide the impetus for building a network of high performing teams/communities throughout the country fully aligned to purpose. The Working as Project Team will offer bespoke support to Regional Chairs and Partnership Delivery Managers throughout the process.

ONE CULTURE

The Oxford English Dictionary defines culture as “the ideas, customs, and social behaviours of a particular people or society”. In our case it could be described as “the netball way of doing things” but what does that really look like? Arguably different things to different people? The Adventure Strategy is rooted in culture change for the sport and its people at a national, regional & county netball levels and ultimately impacting on registered leagues, clubs and VNSL franchises.

The culture will take time to be explored and defined, to be shared, understood, and embedded throughout our sport. It is a long-term mission but Working as One provides us with the opportunity to transform and embed the new culture systematically and consistently throughout the country. An evolving process, preparing us and enhancing our ability to build a movement and simplify our pace and progress together.

The Moral Compass in the EN Adventure Strategy (Appendix 1) acts as the conscious of the sport. It is a framework against which decisions are made and impact measured. This should be embedded in our thinking and planning throughout the sport. But it not the whole story, as noted in the ONE TEAM section, behaviours are a critical feature of high performing teams and consequently a critical feature of organisational culture as the leadership must seek to foster a culture that contains the appropriate behaviours to empower high performing teams.

Drawing feedback from the workshop on 21st May 2022 there was a clear message that we need to commit to ‘invest as much time and thought on ‘how’ we work together rather than focusing solely on ‘what’ we do together’.

Fran Connolly, Chief Executive of England Netball says *“We are strong believers that it is the culture within our organisation that makes it a special place to work and drives our huge successes. Our people are passionate and dedicated to making netball the best that it can be, we have three core cultural behaviours that are critical to how we deliver our strategic goals.”*

The EN core **behaviours** are:

WE ARE PIONEERS: Never settling, continuously learning and innovating... to be the best that we can be. Netball, since its founding as a sport in 1897 in England, and the NGB since its inception in 1926 has nurtured many pioneers, pathfinders and history makers who have made the game what it is today. Now it is our turn to be brave, innovative, and progressive as pioneers, pathfinders and history makers that will leave the game in a better and stronger place for future generations. That is our legacy for the netball family of the future.

WE EMPOWER: Through collaboration and trust we have confidence in ourselves and others to make the right decisions and get things done but a key facet of empowerment is support. We need to ensure that we build a robust infrastructure and `toolkit` that drives collective and empowered success and avoid people and teams feeling isolated and not valued.

WE ARE PASSIONATE: Driven to succeed without ego, inspiring others along the way. Everyone in netball is involved because they are passionate about the sport, but the passion needs to be ‘managed’.

ONE PLAN

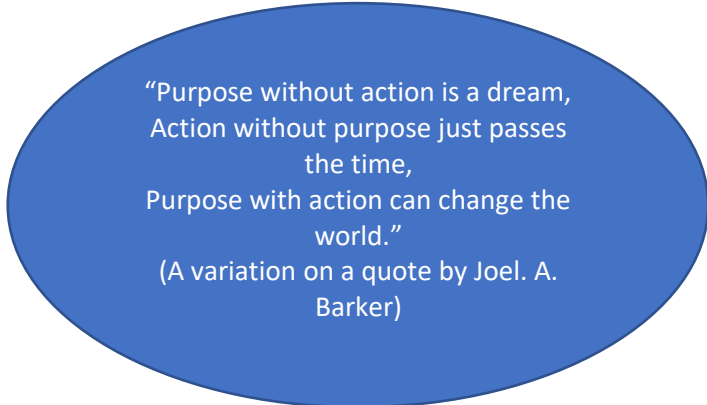
Our Purpose drives national and regional planning for our adventure. ENs 10-year Adventure Strategy includes six destinations: Game for Life; A World Leading Game; A Visible Presence; A Resonant Voice; A Thriving Collective; An Extraordinary Experience. There are 14 Game Changers, underpinned by a number of technical/specialist sub-strategies i.e., Coaching, Officiating, Competition, Volunteering etc.

All are pertinent to national planning but, as the focus of regional planning is community netball, not all aspects of Destinations and Game Changers are directly relevant. However, some may have an indirect relevance. For example, the professionalisation of Performance Netball is not a direct responsibility of the Regional and County Netball Associations, however, we recognise the benefits having a VNSL Franchise can bring to each region, so we have a vested interest in working with our franchise(s), where they exist.

Moving away from the traditional insular Regional & County Plans towards developing & activating a ‘Plan for the Region’. The planning process should include the following stakeholders – EN staff, the RMB, the CNA & the resident VNSL franchise. The process should be led by the Regional Chair & Partnership and Delivery Manager and should present a single strategic interface with regional members & wider regional audiences.

REGIONAL & COUNTY ROLE & RESPONSIBILITIES

The roles and responsibilities of the regions and counties have been recently reviewed and agreed at the Regional Chairs Forum. These were shared with County Netball Associations at the Working as One meeting on 21st May (Appendix 7-9). The structure of the EN Partnership and Delivery network team was also shared at this meeting, an overview of the structure and links to the role job descriptions can be found in Appendix 6.



PLANNING PROCESS

It is recommended that Regional Planning is underpinned by the following core principles:

1. Advocate, explore, embed & live the new organisational culture as described in the Moral Compass & Culture Behaviours.
2. Align all tactics & actions with the appropriate parts of the Adventure Strategy.
3. Adopt & embrace ENs phased approach to strategy activation (Foundation, Transformation, Acceleration).
4. Be built around organisation capacity (employed & volunteers) & local strategic priorities.
5. Build a sustainable network of well governed, inclusive & progressive voluntary netball organisations within the region.
6. Build a spirit of collaboration and integration amongst all regional stakeholders, developing and activating a menu of exceptional netball experiences for the regional netball family.
7. Empower 'Regions' to make local insight-based decisions within the strategic & financial parameters.
8. Demonstrate a strong connect between national policy/systems & local delivery with robust, coherent & cohesive processes.
9. Identify and mitigate/manage risk (capturing good practice & linked to Tier 1 of the Governance Code).
10. Incorporate (evidence) key aspects of Tier 1 i.e., Risk management, aligning budgets to a plan etc. to avoid duplication of effort.

Planning Timelines

Appendix 5 sets out the planning process timeline. Summarised as follows:

Stage 1 – Prepare and activate Operational Plan for 2022/23 based on the Foundation diagram detailed in Appendix 3. Plan in place from 1st September 2022.

Stage 2 – Prepare and activate a four year (2023-27) regional strategy underpinned by either a four year (2023-27) Operational Plan (covering the Transformation & Acceleration phases of the adventure) or a two year (2023-25) Operational Plan to synchronise with the Transforming leg of the adventure.

Stage 3 – If regions opt to prepare a two year Operational Plan in 2023 then they will need to reconvene the planning group in January 2024/25 to prepare a further two year Operational Plan (Acceleration phase) for the period 2025/27.

As referenced below, regions should build into the timeline a process for the ongoing monitoring and reviewing of Plans.

Priorities

Appendix 3 highlights the phases of strategy development and activation over the next 10 years. 2022/23 has been identified as a the Foundation year, a year to prepare for the adventure of the next nine years. The following strategic prriorities have been identified for the regional (and county) planning process in addition to 'business as usual' activities.

- **People & Culture** – as per OUR TEAM and OUR CULTURE sections.
- **Governance** – regions and counties working towards Sports Governance Code Tier 1 status. This will be led locally by the Regional Management Board with actions included in the 'Strategic Leadership' section of the Region wide part of the plan and the 'Manage' section of the county specific plan. In many ways this should be considered business as ususal as it is an ongoing process and we have a responsibility to our members to lead and manage our netball associations efficiently and effectively.
- **Insight & Understanding** – a regionally led priority, in collaboration with England Netball`s Head of Insight, this will provide robust community insight to drive longer term strategic planning in the region. This will be incorporated into the region wide part of the plan under the 'to be Member-Focused - Engage with, retain & grow membership within the region' section.
- **Planning for the Adventure** – as per planning timelines above and led by the Regional Chair and Partnership and Delivery Manager.

Planning Template

A standardised planning template is attached at Appendix 10 to encourage a consistent approach to regional planning across the country. The template has been designed to incorporate the specific actions aligned to the Foundation phase of the adventure (Preparing for the Adventure) as well as business as usual. The Plan is presented in 2 Parts:

1. Objectives and actions that have region wide significance & impact.
2. Objectives and actions that have county wide significance & impact, providing a plan for each county within the region.

Planning Day Format

Regional teams are empowered to lead Regional Planning Days to fit the needs, expectations and individualities of each region. One size does not fit all. However, it is recommended that the following key aspects are addressed either through a face to face workshop or a virtual meeting(s) or a combination of both before the activation of a Plan for the Region on 1st September 2022.

- The People & Culture priority requires regional and county teams to scrutinise how they work together. This could be achieved by utilising a modified version of the agenda for the 21st May Working as One workshop and the GROW model format (Appendix 4). Regional teams could request support from a member of the Working as One Project Team or an independent facilitator. All Regional Chairs and Partnership and Delivery Managers will be invited to discuss their option with members of the Project Team. Specialist Managers from England Netball are also on standby to attend a planning day if requested by the Regional Chair or Partnership and Delivery Manager.
- The business as usual section, including governance, is in many ways a replication of the previous years programmes plus any test events/activities that the stakeholders wish to include. Therefore this could be facilitated by specialists i.e. the Officiating or Competition TSG providing a costed plan for the year.

Review and Evaluation

It is recommended that Regional teams instigate a robust review and evaluation process for the plan to ensure accountabilities are maintained, progress is recorded, revisions are made when required and success celebrated.

FINAL THOUGHTS

Humphrey Walter suggested in his publication 'A Little Book of Winning – The business of winning, it's a game of inches' there are three questions that high performing teams must ask themselves...

- What is our cause?
- Have we got pride in the badge?
- How do we behave as a team?

The answers provided by over 120 people at the 25th May 2022 Working as One Workshop suggest two out of three boxes can be ticked.

- ✓ We have a cause that is our reason why, our purpose to which we must all align.
- ✓ All attendees confirmed they were passionate about the sport and had a pride in the badge.
- ✗ Sadly, our behaviours are not aligned to those of a high performing team or in some cases a team of any shape.

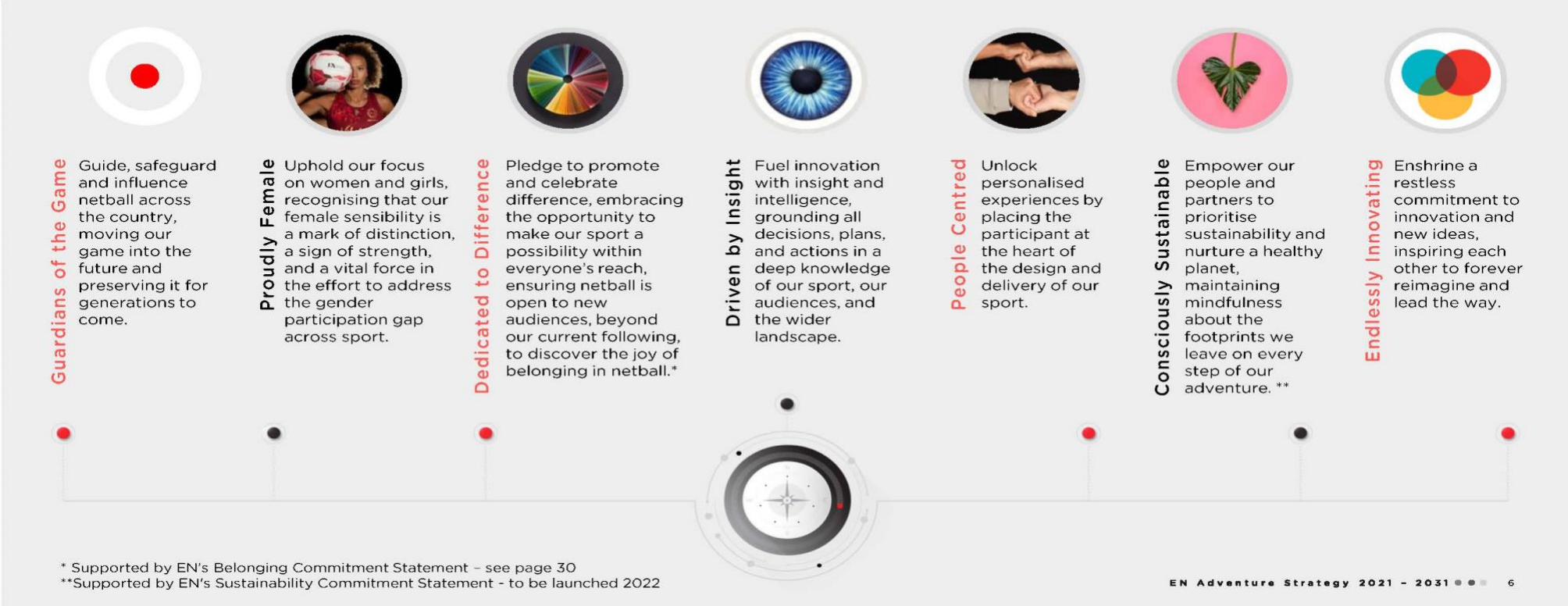
Hence, the need to focus on People and Culture as a strategic priority for us all, volunteers and employees, for 2022/23, the Foundation year.





Our Moral Compass

Our framework of beliefs, values and ideals we hold fast, that help us stay true to our purpose.

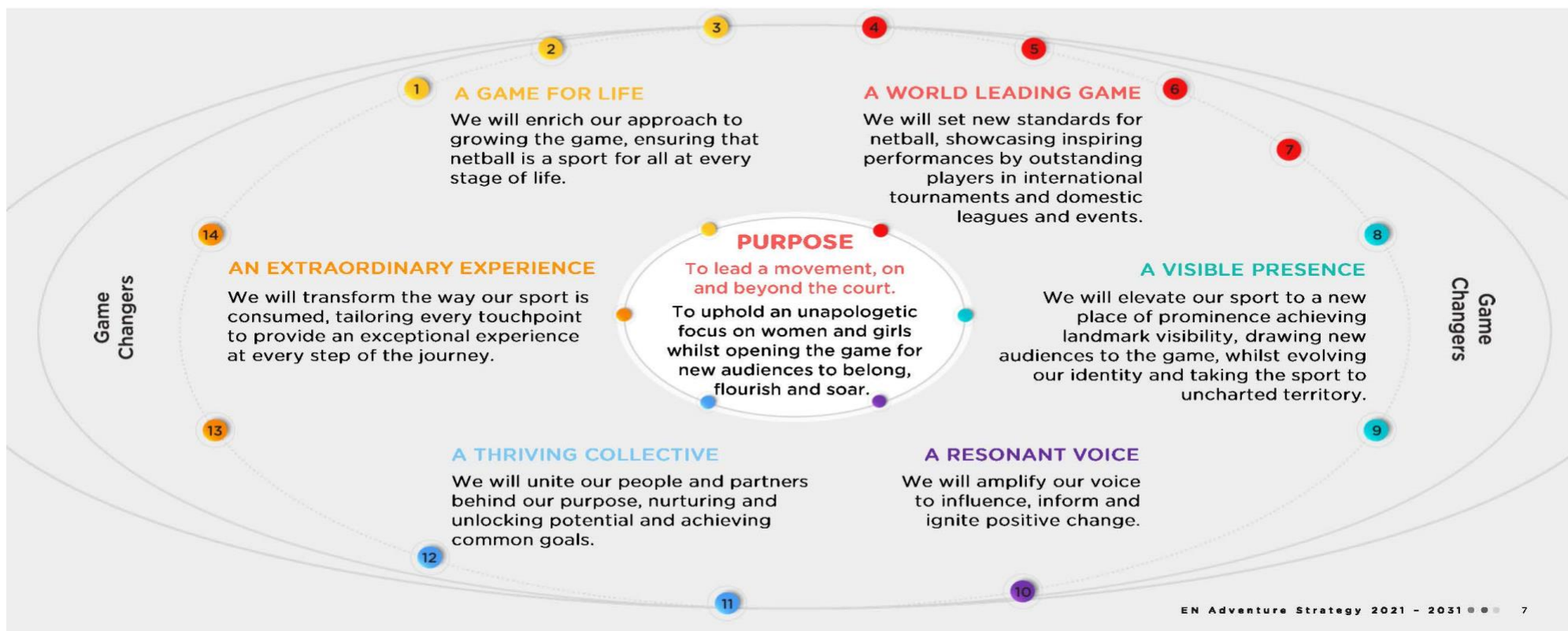


The Adventure Strategy



Our Destinations

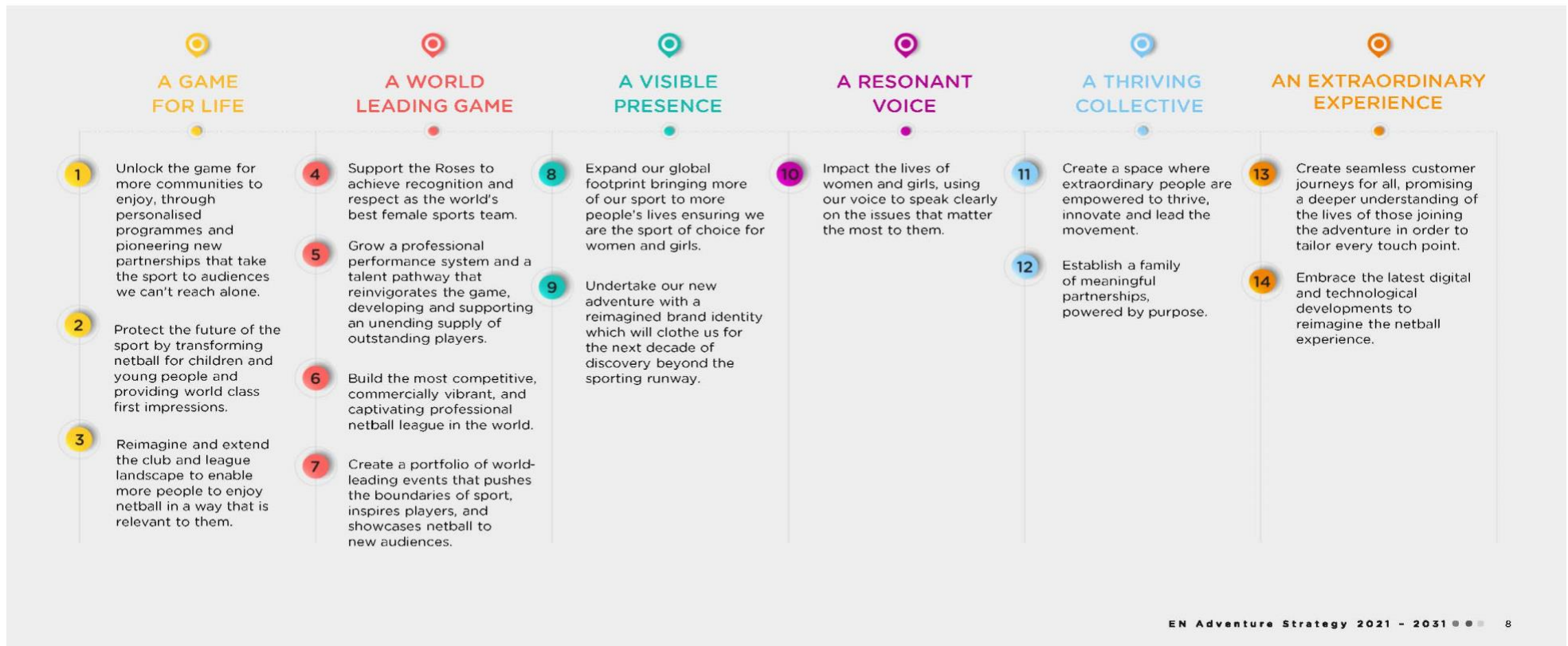
These are our 6 destinations: the stations we will reach, the goals we will meet, to realise our purpose in the decade to come.










Our Game Changers

To guarantee the success of our adventure, we must be considered and surefooted in our actions. These are steps we will take to change our game.



The Adventure in Stages

Stages of the Adventure	Narrative
	<p style="text-align: center;">Reaching the heights 2032</p> <p>Our purpose is infinite so we never reach the end of our journey, we just move on to the next adventure as there will always be the scope to grow the movement by engaging more women & girls and for evolving our culture to enable our more people to feel they belong to flourish & soar within the netball family.</p>
	<p style="text-align: center;">Re-calibration Leg – Preparing for the final ascent (consolidating & re-energising at Camp 3) 2027 +</p> <p>This presents a natural timeline to take stock & re-calibrate before launching a final assault on the summit because it marks the end of the existing five year Sport England funding period and the final year of the four year regional strategies. So an opportunity to review, evaluate and plan for the next leg of the adventure.</p>
	<p style="text-align: center;">Acceleration Leg - Pushing on towards the summit (moving to camp 2) 2025/27</p> <p>One Purpose: To lead a Movement etc. One Team: A high performing team nationally (national network groups & project teams) & within the nine regions. One Culture: An organisational culture & behaviours that are `lived` nationally & within nine regions. One Plan: Preparation of a two year (2025/27) Operational Plan</p>
	<p style="text-align: center;">Transformation Leg - Starting the Adventure (moving to Camp 1) 2023/25</p> <p>One Purpose: To lead a Movement etc. One Team: A high performing team nationally (national network groups & project teams) & within the nine regions by the end of the year (transition through the storming to performing phases). One Culture: A period for embedding the culture & behaviours throughout the volunteer & staff structures. One Plan: Preparation & launch of a four year regional strategy supported by a two year (2023/25) Operational Plan.</p>
	<p style="text-align: center;">Base Camp (Foundation) - Preparing for the Adventure 2022/23</p> <p>One Purpose: To lead a movement etc. One Team: Exploring what teamwork looks like & how we can `form & norm` our respective teams. One Culture: Exploring the culture & behaviours through discussion & learning; agree how to embed within our teams. One Plan: Business as usual + Building the Foundation for our Adventure – for regions & counties the priorities for the Foundation year are People & Culture, Governance & Insight (regions only).</p>

The Grow Model

THE GROW

MODEL



1. GOAL

- ✓ Where do you most want to see change in your life?
- ✓ What do you really want, in an ideal world?
- ✓ What would your life look like if other people's opinions didn't matter?

2. REALITY

- ✓ What's happening right now?
- ✓ What will happen if you don't take action?
- ✓ What are your reasons not to change? What are you gaining from how things are now?

3. OPTIONS

- ✓ What are your options?
- ✓ What's worked for you in the past?
- ✓ What could be your first small step?

4. WILL

- ✓ How committed are you to this on a scale of 1-10?
- ✓ What do you think would need to happen for you to be more committed?
- ✓ How can you break this down into small action steps?

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COACHES AT THEWELLNESSOCIETY.ORG



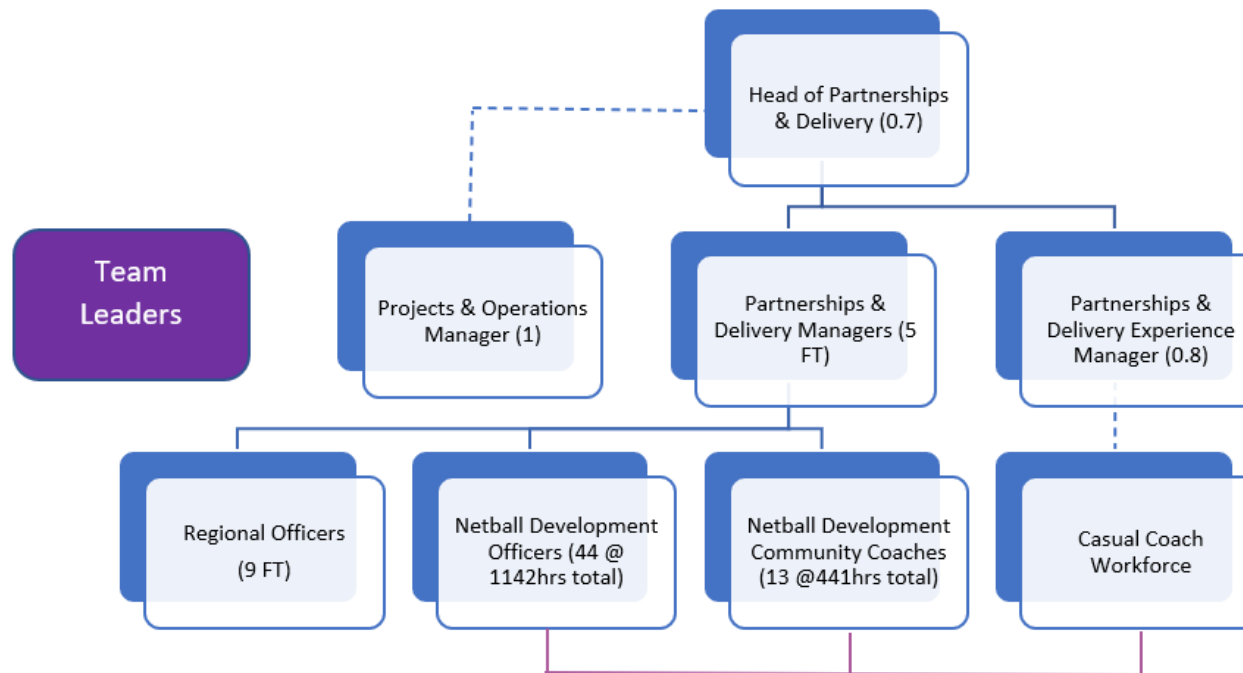
PLANNING TIMETABLE

Phase 1: March - Sept '22					
Foundations - Working as One culture and 2022/23 Operational Plan					
Stage	Co - Design	Communicate	Inform	Plan	Deliver
Action	National Working Group (led by KG & PC) to design template and supporting resourcing.	Working as One - Launch (in person) Working as One National Workshop (virtual): repeat of All Staff (all Exec) & intro to planning process.	Hot Topic Sessions (recorded) and National Working Groups (in person): led by Specialist and followed up with National WG for Q&A.	Regional and County 2022/23 Operational Planning Days (led by RC & PM): Exec rep (FC, KG, KR) and Specialist attendance.	Regional and County 2022/23 Operational Plans in place across the country.
Timeline	March & April	End of May /	Early June	Throughout June & early July	From 1st Sept

Phase 2: January - Sept '23					
Foundations - Working as One culture and Regional Planning (4 years)					
Stage	Co - Design	Communicate	Inform	Plan	Deliver
Action	National Working Group (led by KG & PC) to design template and supporting resourcing.	Working as One - Launch (in person) Working as One National Workshop (virtual): all Executive Team to present long term strategy & priorities. Intro to 4yr Regional planning process.	Hot Topic Sessions (recorded) and National Working Groups (in person): led by Specialist and followed up with National WG for Q&A.	Regional 2023/25 Planning Days (led by RC & PM): Executive representative & Specialist attendance.	Regional Plans for 2023/25 with longer term priorities (2025/27) in place across the country.
Timeline	January '23	February	March	April & May	From 1st Sept

EN Partnerships and Delivery Team Structure & Job Descriptions

Partnerships & Delivery Team Updated Structure 2022



To view all Partnerships and Delivery Team job descriptions [click here](#)

Regional & County Roles

INFINITE PURPOSE		
To lead a movement on & beyond the court upholding an unapologetic focus on women & girls in the Region/County whilst opening the game to new audiences to belong, flourish & soar.		
ROLE OF REGION	REGIONAL LED JOINT INITIATIVES	ROLE OF COUNTY
To serve, empower, lead & influence our members within the context of the 'adventure' creating a sense of aspiration, enjoyment, belonging & pride.	<ul style="list-style-type: none"> • Tier 1 Sports Governance Code. • Strategic & Operational Planning. • Diversity & Inclusion. • Participant Insight. • Member Support. • Volunteer recognition & celebration. • Communication & story telling. • Liaison with EN & the VNSL Franchise. • Champion sustainable practices to reduce our carbon footprint of netball in the region. 	To manage, deliver, support and champion our members within the context of the 'adventure' creating a sense of aspiration, enjoyment, belonging & pride.

Regional Responsibilities

Roles	CORE RESPONSIBILITIES
To Lead - Strategically lead positive change in the region.	<ul style="list-style-type: none"> • Ensure robust governance procedures & high operational standard • A Regional Plan, aligned to the EN strategy, which integrates short, medium & long term actions by all stakeholders across the region. • Create & sustain an inclusive environment that respects, embraces & celebrates diversity amongst the regional netball family. • Informal resolution of local issues & safeguarding of those within netball. • Build strong alliances with key stakeholders & other associated parties in the region. • Recruit passionate, skilled, progressive & inclusive team of regional volunteers.
To be Member-Focused - Engage with, retain & grow membership within the region.	<ul style="list-style-type: none"> • Understand the opportunities & challenges faced by netball stakeholders within the region. • Understand the needs, expectations & challenges faced by officials, volunteers & coaches within the region. • Understand the needs & expectation of the membership within the region to sustain their engagement in the game. • Operate a regional membership offer.
To Empower - Empower people to influence & access exceptional netball opportunities & experiences.	<ul style="list-style-type: none"> • Empowers key netball stakeholders within the region, CNA, registered leagues & clubs to join the ‘adventure’ and be the best they can be. • Empowers a quality assured infrastructure of officials, coaches & volunteers to join the ‘adventure’ & be the best they can be. • Empowers women & girls of all ages & life stages to engage positively & purposefully with the sport, join the ‘adventure’ & be the best they can be. • Engage purposefully with young people to recruit & develop diverse young leaders who will inspire & empower increased & sustained engagement of the next generation of leaders at club, league, county & regional levels.
To Deliver - Deliver exceptional netball experiences, primarily for all.	<ul style="list-style-type: none"> • A competition structure that both aligns to the national programme & meets community needs promoting high levels of sportsmanship at all times. • Recognise & celebrate volunteers, officials, coaches, leagues & clubs throughout the year & their contribution to & impact on community netball through alignment to national programmes & independent local programmes. • A CPD & mentoring programme for officials, coaches & volunteers in line with sport specific requirements to meet regional needs.
To Advocate - Listen, influence & champion netball, its people, organisations & plans.	<ul style="list-style-type: none"> • A positive culture that promotes the inclusion & well-being of the regional netball family. • A diverse range of opportunities for all ages, all abilities & all life stages to engage with the game. • Use our voice to raise matters & issues that matter most to the lives of women & girls in the East with EN & other appropriate agencies. • Use our voice to advocate the ‘adventure’ encouraging & enabling East members to join the movement. • Champion sustainable practices & the reduction of Netball’s carbon footprint within the region. • Advocate & showcase elite performance athletes as role models to inspire engagement & participation with the game.
To Celebrate - Inspire, spotlight, recognise & celebrate through great story telling.	<ul style="list-style-type: none"> • Establish a strong digital presence through the innovative use of social media & website platform. • Create a calendar of clear communication that amplify netball’s voice to influence, inform & ignite positive change. • Spotlight & celebrate netball in the East, its people, its organisations, and its pioneers & history makers. • Work with CNAs, Leagues & Clubs to help tell their stories.

County Responsibilities

ROLE	CORE RESPONSIBILITIES
MANAGE & align county resources to the Constitution & Regional Plan.	<ul style="list-style-type: none"> • Ensure robust governance procedures & high operational standards as set out in Tier 1 of the Sports Governance Code. • Create & sustain an inclusive environment that respects, embraces & celebrates diversity amongst the county netball family. • Informal resolution of local issues & safeguarding of those within netball. • Recruit passionate, skilled, progressive & inclusive team of regional volunteers. • An understanding of the needs & expectations of the netball family in the county; support with the management of member issues i.e., ENgage. • Financial resources & membership fees aligned to the county priorities in the regional plan.
DELIVER exceptional netball experiences for all.	<ul style="list-style-type: none"> • A competition structure that both aligns to the national & regional programmes & meets community needs promoting high levels of sportsmanship at all times. • Manage, fund & deliver the county element of the EN Performance Pathway including county & satellite academies. • An informative county website & digital platforms.
SUPPORT people & organisations to access exceptional netball opportunities & experiences	<ul style="list-style-type: none"> • The RMB to prepare & activate a Regional Plan, aligned to the EN strategy, which integrates short, medium & long term actions by all stakeholders across the region. • Registered Leagues to be the best they can be. • Member Clubs to be the best they can be. • Women & girls of all ages & life stages to engage positively & purposefully with the sport & be the best they can be. • The engagement of young people in the game inspires the next generation of players, coaches, officials, volunteers & leaders. • Work with the RMB to create & sustain a quality assured infrastructure of officials, coaches & volunteers.
CHAMPION & celebrate netball, its people, organisations & plans	<ul style="list-style-type: none"> • A positive culture that promotes the inclusion & well-being of the regional netball family. • A diverse range of opportunities for all ages, all abilities & all life stages to engage with the game. • Use our voice to champion the `adventure` encouraging & enabling county members to join the movement. • Use our voice to raise matters & issues that matter most to the lives of women & girls in the county with the RMB & EN. • Great people by valuing, recognising & celebrating their contribution & telling their stories. • Sustainable practices & the reduction of Netball's carbon footprint within the county.

Regional Plan Template



ADD ALL RELEVANT LOGOS ALONG THE BOTTOM OF THE PAGE (All stakeholders who sign up to the Plan)

A Plan for the Region 2022/23

Regional teams to add their own introductory pages as a preface to the Operational plan.

Part 1 – Projects & actions with a regionwide significance & impact

Goal 1- Prepare for the activation of a four-year strategic plan through co-designing and refining this approach in Foundation Year 2022/23.								
Ref	Objectives	Actions	AS Reference	Lead	Support	Time	Budget	Status (RAG)
F1	Develop & nurture a high performing regional team capable of transforming culture & building a movement locally.		Thriving Collective GC 11 & 12					
F2	Prepare & activate an insight driven long term (4 years) strategic plan for the region.		Thriving Collective GC 11 & 12					

Goal 2- Continue the `business as usual` of managing the regional team & programmes in accordance with EN policies & practices, member regulations, regional & county constitutions

Ref	Tactics	Actions	AS Reference	Lead	Support	Time	Budget	Status (RAG)
RBU1	Strategically lead positive change in the region.		Thriving Collective GC11 & 12					
RBU2	Maintain a member focus engaging with, retaining & growing membership within the region.		Thriving Collective GC 11 & 12					
RBU3	Empower people to influence & access extraordinary netball opportunities & experiences.		Thriving Collective GC 11 & 12					
RBU4	Deliver extraordinary netball experiences, primarily for all.		G4L, 1,2 & 3 & WL 5.					
RBU5	Listen, influence & be an advocate for netball, its people, organisations & plans.		Thriving Collective GC 11 & 12					
RBU6	Inspire, spotlight, recognise & celebrate through great story telling.		Thriving Collective GC 11 & 12					

Part 2 – Projects & action of county significance & impact (One Plan per county)

Goal 2- To manage the `business as usual` activities & programmes in accordance with EN policies & practices, member regulations, regional & county constitutions and aligned to the `Purpose`.

Ref	Tactics	Actions	AS Reference	Lead	Support	Time	Budget	Status (RAG)
CBU1	Manage & align county resources to the Constitution & Regional Plan.		Thriving Collective GC 11					
CBU2	Deliver exceptional netball experiences for all.		G4L, 1,2 & 3 & WL 5.					
CBU3	Support people & organisations to access extraordinary netball opportunities & experiences		G4L, 1,2 & 3 & WL 5.					
CBU4	Champion & celebrate netball, its people, organisations & plans		Thriving Collective GC 11					

Working as One Recording (25th May) and EN Bite Size Interviews

- Working as One meeting on 25th May 2022: <https://youtu.be/0mCvogiaaik>
- Player Pathway: https://youtu.be/_a29BPEizUA
- Facilities: https://youtu.be/H9_pkxCond4
- Membership: <https://youtu.be/ai4J5hi2Wvc>
- Competition: <https://youtu.be/DM6uUHOXSnk>
- Officiating: <https://youtu.be/AANJPAP7My4>
- Volunteering: <https://youtu.be/IDnfm65LDGo>
- Partnership and Delivery Network: <https://youtu.be/6sifailGMoE>
- Coaching: https://youtu.be/_w2uQaHWwxo
- Safeguarding and Governance: <https://youtu.be/rPkOowfCd70>
- Insight: <https://youtu.be/sbRxfTwZ8os>
- Participation: <https://youtu.be/aeSWyPWyLdE>