

AFL Sydney Club Development Expo

Presidents Best Practice



Outline of Today

1. Umpire Best Practice
2. Succession Planning
3. Shared Problem-Solving Session

Introductions

XX Harbour Clubs

XX Western Sydney Clubs

Sit yourself next to someone you have never met!

Umpire Best Practice

571 JUNIOR MEMBERS MAKE UMPIRING THE 2ND BIGGEST CLUB IN AFL SYDNEY JUNIORS

1. Recruitment Initiatives

- Identify a Champion within the club to post on social media and to communicate with currently registered players.
- Promote the opportunity of umpiring at Club recruitment days and club events (*some kids may want to be apart of the club without actually playing a game*)

2. Benefits To The Club

- If there are umpires in your teams, rotate the opportunity to umpire 'training matches' between the coach & the umpire
- The players will get a better understanding of how the game is played (*umpires can educate better*)
- Keeping club members involved with the game

3. Recognition

- A little goes a long way (*1-2 social media posts per year & a mention in the clubs Season review*)
- Community Umpire Round, use this week to thank & highlight the umpires at your club
- A acknowledgment of the umpires at the clubs Presentation day

Succession Planning

Succession planning is about putting systems in place to ensure smooth club operation and transition of new volunteers as old volunteers leave the club.

Succession Planning

The Benefits:

- Minimises disturbance to club activities
- Recognition and reward for long serving volunteers
- Become mentors to new volunteers and can share their knowledge
- Sets a clear plan for progression and replacement so the club isn't left stranded
- Ensures effective information sharing and record
- Improves volunteer recruitment and retention as volunteers know what they are committing to and know how to do their role

Succession Planning

5 Step Process:

1. Examine the Clubs Position
2. Identify Skills required to fill critical roles in your club
3. Identify Potential Successors
4. Develop a plan for potential volunteers
5. Evaluate your succession plan

Succession Planning

5 Step Process:

1. Examine the Clubs Position

- What roles are important to the club right now?
- What do you need, but don't have?
- What can't you survive without?
- Who is excelling in their role, and could transition?

- For those roles that are currently filled, identify when that role may become vacant.

Succession Planning

5 Step Process:

2. Identify Skills required to fill critical roles in your club

- What are the main objectives of this role?
- What skills are needed to do this role?
- What training and education options are available for the role?
- This information will help create position descriptions for each role.
- Position descriptions are crucial to affective succession planning (and volunteer management)

A person would not start a new job without a position description so why would they start a volunteer role without one?

Succession Planning

5 Step Process:

3. Identify Potential Successors

- This is where position descriptions become useful!
- Determine if the club will need to look externally for new successors
- Easier said than done, right?!

Succession Planning

5 Step Process:

4. Develop a plan for potential volunteers

- Formal training and courses
- Shadowing current volunteers to gain “on the job” experience
- Mentoring or coaching

- Engage the successor over a certain time period – it doesn’t have to be complicated
- Consider flexibility in the role! i.e. 3 x Person Executive Structure

Succession Planning

5 Step Process:

5. Evaluate your succession plan
 - Reasons for departure
 - Volunteer feedback
 - Nature of transition – was it smooth or complicated?

Succession Planning

An example of good handover



Succession Planning

Available Resources:

- **Toyota AFL Club Help**
 - ✓ Position Descriptions
 - ✓ Various Club Plans
 - ✓ Volunteer Manuals
 - ✓ Policies & Procedures



Shared Problem Solving

Let's get up & move!

