



Strategic Plan

2023 - 2026

Executive Summary

Volleyball Manitoba's Strategic Plan outlines our commitment to fostering the growth and development of volleyball within the province. Our objectives revolve around key areas such as coaching development, referee development and recruitment, expansion of initiation and development programs, and enhancement of organizational policies.

With a diverse participant base ranging from 10-year-olds to senior adults, volleyball in Manitoba is experiencing significant growth. However, to sustain and enhance this growth, we recognize the need to address areas for improvement, particularly in the development and recruitment of coaches and referees.

Our vision and mission underscore our dedication to leading and supporting volleyball's growth and excellence in Manitoba within a safe and inclusive environment.

To achieve our strategic goals, we have identified core strategies. These include providing additional training opportunities for coaches through online sessions, implementing Safe Sport initiatives with rigorous screening processes, and actively engaging communities to establish initiation programs.

Over the next three years, our focus will remain on these priorities, regularly evaluating our progress and seeking innovative and inclusive approaches. Final reports prepared by our staff and board of directors will analyze program successes and areas for improvement, while partnerships with Sport Manitoba will help secure the necessary funding.

In conclusion, our strategic plan aims to drive growth in volleyball participation, enhance coaching and refereeing standards, and prioritize the safety of all stakeholders. Through collaborative efforts and strategic initiatives, we are positioned to realize our vision of a thriving volleyball community in Manitoba.

Background

Volleyball Manitoba, under collective leadership, has undertaken a comprehensive review and update of its strategic plan. This collaborative effort, spanning 2023-2026, was driven by the imperative to align with evolving needs and to fortify the organization's position within Manitoba's sporting landscape.

Integral to this process was the engagement of members and stakeholders from across the spectrum of Volleyball Manitoba's community. Through a consultative approach, valuable feedback and insights were gathered, informing the development of a robust strategic framework. This framework encompasses a refined mission, vision, and values, alongside the outlining of strategic priorities and initiatives that will guide the organization forward.

Crucially, this endeavor provided Volleyball Manitoba with a vital opportunity for reflection enabling a thoughtful assessment of current operations and future aspirations. By aligning with the Integrated Funding Framework of Sport Manitoba, Volleyball Manitoba not only ensures strategic coherence but also enhances its capacity to navigate forthcoming challenges proactively.

The resulting strategic plan serves as a blueprint for resilience and growth, affirming Volleyball Manitoba's commitment to its mission and vision while embracing the dynamics of an ever-evolving

sporting landscape. With a steadfast dedication to its members and an attitude of adaptability, Volleyball Manitoba stands poised to embrace the opportunities and challenges that lie ahead.

Mission:

To lead and support the growth and excellence of volleyball in Manitoba.

Our Vision:

Working respectfully together, excelling in a safe and inclusive environment.

Our Values:

Collaboration: We build relationships and work together to support the volleyball community.

Integrity: We are accountable through honesty, fairness, and transparency.

Inclusion: We commit to accessible, safe, and welcoming spaces.

Strategic Priorities for 2023 – 2026

#1. Safe Sport Leadership Initiative

Objective:

To establish Volleyball Manitoba as a leader in safe sport practices, fostering a sports environment that is both safe and welcoming, with a specific focus on ensuring that volleyball club coaches meet safe sport requirements by the start of each season.

Key Initiatives:

Safe Sport Screening:

- Ensure all coaches understand the process of completing the screening which has been developed.
- Continue to collaborate with recognized safe sport organizations to ensure the program meets industry standards.
- Implement mandatory certification for all volleyball club coaches, making it a prerequisite for participation in coaching roles.

Training and Education:

- Provide ongoing training sessions and workshops for coaches to stay updated on the latest safe sport practices.
- Integrate safe sport education into the onboarding process for new coaches.

- Establish a platform for continuous learning, encouraging coaches to engage in regular education modules.

Transparent Policies and Reporting Mechanisms:

- Develop clear and clear policies regarding safe sport practices within the organization.
- Implement effective reporting mechanisms for any concerns related to safe sport, ensuring confidentiality and protection for whistleblowers/informants. Update intake form, and ensure it is easily accessible.
- Communicate policies and reporting procedures to all stakeholders, including coaches, athletes, parents, and staff.

Seasonal Compliance Audits:

- Conduct regular audits at the beginning of each season to ensure all volleyball club coaches have met the required safe sport standards.
- Assign a staff member to be responsible for verifying certifications and adherence to safe sport guidelines.
- Implement consequences for non-compliance, emphasizing the organization's commitment to maintaining a safe sports environment.

Community Engagement and Advocacy:

- Engage with the broader sports community to promote the importance of safe sport practices.
- Actively participate in advocacy efforts at local, regional, and national levels to influence and support safe sport initiatives.
- Foster partnerships with other organizations committed to promoting safe sport, leveraging collective efforts for a safer overall sport culture.

Continuous Improvement and Adaptation:

- Establish a feedback loop to gather input from coaches, athletes, and parents regarding the effectiveness of safe sport initiatives.
- Regularly review and update information to stakeholders on the safe sport certification program to align with evolving best practices.
- Embrace a culture of continuous improvement, where lessons learned from each season contribute to refining and enhancing safe sport practices.

By prioritizing these initiatives, Volleyball Manitoba aims to not only meet the immediate goal of ensuring volleyball club coaches meet safe sport requirements but also to proactively contribute to the broader mission of creating a safe and welcoming environment. This strategic priority reflects our commitment to leadership in safe sport practices.

#2. Enhancing Volleyball Coach Collaboration for Optimal Athlete Development: Supporting the Development and Retention of Coaches

Objective:

The strategic priority aims to significantly increase and improve collaborative efforts among the network of volleyball coaches in Manitoba. The primary objective is to create a unified and supportive community that shares knowledge, best practices, and innovative coaching strategies to advance the overall development of athletes within the province.

Rationale:

Recognizing the critical role that coaches play in shaping athlete development, this priority underlines the importance of a united coaching community. By practicing collaboration, coaches can leverage collective expertise, access valuable resources, and create an environment conducive to continuous learning, enhancing the quality of coaching and, subsequently, the growth of volleyball athletes in Manitoba.

Key Initiatives:

Establishing a Centralized Communication Hub:

- Define a cycle of participation within one's community to ensure opportunities are available through the programming offered by Volleyball Manitoba.
- Create a centralized platform for communication, information sharing, and collaboration among volleyball coaches in Manitoba. This may include an online portal, forums, and regular meetings to facilitate the exchange of insights, challenges, and success stories.

Regular Collaborative Workshops and Clinics:

- Organize regular collaborative workshops and clinics to bring coaches together, share experiences, discuss coaching methodologies, and participate in hands-on training sessions.

Mentorship Programs:

- Implement mentorship programs that pair experienced coaches with those seeking guidance, fostering knowledge transfer and a culture of mentorship within the coaching community. This could assist in recruiting provincial team coaches.

Resource Sharing and Best Practice Documentation:

- Encourage coaches to share coaching resources, lesson plans, and best practices, establishing a repository for educational materials accessible to all coaches, promoting a collaborative approach to improving coaching techniques and athlete development strategies.

Evidence Based Performance Analysis:

- Promote the use of data analytics and performance metrics in coaching, facilitating collaborative efforts in analyzing athlete performance data to identify trends and areas

for improvement, while developing a more defined coaching development pathway and resources relevant to the participant's level.

- Ensure adequate resources are available for certification needs, including LF and Evaluators.

Measures of Success:

- Increased participation in collaborative workshops and events.
- Growth in mentorship engagements among coaches.
- Development and utilization of a centralized communication hub.
- Improved athlete performance indicators based on collaborative data analysis.
- Recognition of Manitoba's coaching community for excellence and innovation.

By committing to this strategic priority, Volleyball Manitoba aims to build a strong and interconnected community of coaches dedicated to advancing athlete development. This collaborative approach ensures that coaches in the province are well-equipped, continuously learning, and collectively contributing to the growth and success of volleyball in Manitoba.

#3. Recruitment and Retention of Volleyball Officials

Objective:

Goal to strengthen the recruitment and retention efforts for volleyball referees in Manitoba. The primary objective is to establish a sustainable and engaged officiating community that upholds the integrity of the game, ensures fair play, and contributes to the overall growth and success of volleyball in the province.

Rationale:

Recognizing the pivotal role referees play in this policy highlights the importance of a robust and committed officiating community. By working with MVOA and addressing recruitment challenges and implementing retention strategies, we aim to create an environment where referees feel valued, supported, and motivated to contribute to the volleyball community in Manitoba.

Key Components:

Comprehensive Recruitment Programs:

- Develop and implement targeted recruitment programs to attract individuals interested in becoming volleyball referees. Collaborate with local schools, communities, and sports organizations to create awareness and continue to work with Volleyball Canada to provide introductory training opportunities for prospective referees.

Training and Development Initiatives:

- Establish structured training programs for both novice and experienced referees. Offer ongoing professional development opportunities, mentorship programs, and advanced training modules to enhance the skills and confidence of referees at all levels.

Recognition and Appreciation Programs:

- Introduce recognition and appreciation initiatives to acknowledge the contributions of referees. This includes awards, certificates, and public acknowledgment during events to highlight the vital role referees play in the success of volleyball competitions.

Creating a Supportive Community:

- Encourage MVOA to work with Volleyball Manitoba to create a sense of community among referees by facilitating regular meetings and communication channels. Provide platforms for referees to share experiences, discuss challenges, and receive support from their peers and officiating leadership.

Inclusive and Diverse Officiating Community:

- Promote inclusivity and diversity in the officiating community by actively encouraging individuals from various backgrounds and demographics to become referees. Establish measures to ensure a welcoming and respectful environment for all referees, regardless of their background.

Measures of Success:

- Increase in the number of new referees recruited annually.
- Retention rates indicating sustained involvement of referees over time.
- Positive feedback and satisfaction surveys from the officiating community.
- Recognition of Manitoba's officiating program for its inclusivity and excellence.
- Continued growth in the number of certified and qualified referees in the province.

By committing to this strategic policy, Volleyball Manitoba aims to build a thriving officiating community that contributes to the vibrancy and success of volleyball in the province. This collaborative approach ensures that referees receive the support, recognition, and opportunities needed to excel in their roles and contribute positively to the volleyball community in Manitoba.

#4. Strengthening Collaboration: Establishing Communication Channels with Manitoba Volleyball Officials Association for Conflict and Discipline Resolution

Objective:

Our strategic priority is to establish effective communication channels with the Manitoba Volleyball Officials Association (MVOA) to ensure that Volleyball Manitoba is actively involved in all conflict and discipline matters, as a third party. The primary goal is a collaborative and transparent relationship, promoting fair and timely resolution of issues related to officiating within the volleyball community.

Rationale:

Clear communication and collaboration between Volleyball Manitoba and the Manitoba Volleyball Officials Association are essential for maintaining the integrity of the sport. This strategic priority aims to establish a framework that enables both organizations to work together seamlessly in addressing

conflicts, ensuring consistent application of disciplinary measures, and upholding the highest standards of sportsmanship.

Key Initiatives:

Establishing Direct Communication Channels:

- Create communication channels between Volleyball Manitoba and the Manitoba Volleyball Officials Association. This includes regular meetings, a designated point of contact, and open lines of communication to facilitate prompt and effective resolution of conflict and discipline matters.
- Communicate that there is a Safe Sport reporting form on the Volleyball Manitoba website. Any discipline, conduct or ethics complaints reported through this tool go straight to the Volleyball Manitoba Executive Director. By development, a shared understanding of rules, expectations, and conduct standards, both organizations can contribute to a positive and respectful volleyball environment.

Transparent Conflict Resolution Processes:

- Define and communicate transparent conflict resolution processes that involve both Volleyball Manitoba and the MVOA. This includes establishing clear guidelines for reporting incidents, conducting investigations, and implementing disciplinary actions in a fair and consistent manner.

Regular Review and Feedback Mechanisms:

- Implement regular reviews of conflict and discipline matters, seeking feedback from both organizations to identify areas for improvement. This process ensures continuous refinement of procedures and enhances the effectiveness of collaborative efforts.

Education and Awareness Campaigns:

- Conduct educational campaigns to raise awareness about the collaborative approach to conflict resolution. This includes circulating information to stakeholders, such as coaches, players, and parents, to promote a culture of respect and understanding within the volleyball community.

Measures of Success:

- Timely and fair resolution of conflict and discipline matters.
- Positive feedback and collaboration between Volleyball Manitoba and the MVOA.
- Reduced incidents of conflicts and disciplinary issues within the volleyball community.
- Increased awareness and understanding of conflict resolution processes among stakeholders.
- Recognition for utilizing a collaborative and transparent approach to conflict resolution in the sports community.

By prioritizing communication channels with the Manitoba Volleyball Officials Association, we aim to build a stronger partnership that ensures the well-being of the volleyball community. This strategic focus

reinforces our commitment to fair play, sportsmanship, and the overall positive development of volleyball in Manitoba.

#5. Elevate Volleyball Manitoba's Impact: Boosting Visibility and Community Presence

Objective:

Our strategic priority is to enhance the visibility and presence of Volleyball Manitoba within the volleyball community. The primary goal is to set up and enhance volleyball programming at beginner levels while building stronger connections with players, coaches, and enthusiasts. This fosters a sense of community, participation, and support for volleyball's growth across the province.

Rationale:

An engaged community is essential for the sustained success of Volleyball Manitoba. By increasing our visibility and presence, we aim to create a more inclusive and supportive environment, attract new participants, and establish Volleyball Manitoba as a leading force in promoting the sport within Manitoba.

Key Initiatives:

Community Engagement Programs:

- Develop and implement outreach programs that actively engage with local schools, community clubs, and communities. This could include hosting workshops, clinics, and events to encourage participation and build a strong sense of community around the sport.

Digital and Social Media Presence:

- Enhance our digital presence through strategic use of social media platforms, website content, and online campaigns. Regular updates, highlights, and interactive content will keep our audience informed and engaged, creating a stimulating online community for volleyball enthusiasts. A new initiative is creating a content calendar that is shared through the office to ensure all programs, tournaments and events are being highlighted.

Partnerships and Collaborations:

- Establish partnerships with local sports organizations, schools, and businesses to expand our reach. Collaborative efforts can include joint events, sponsorships, and mutually beneficial initiatives that amplify Volleyball Manitoba's presence within the broader community.

Youth Development Programs:

- Invest in youth development programs to nurture the next generation of volleyball players. This can include mentorship programs, and initiatives aimed at creating a pathway for young talents to excel in the sport.

Branding and Marketing Campaigns:

- Develop and implement targeted branding and marketing campaigns to create a strong and recognizable identity for Volleyball Manitoba. This includes promoting events, showcasing success stories, and highlighting the positive impact of volleyball on individuals and communities.

Measures of Success:

- Increased participation and membership in volleyball programs and events.
- Growth in social media followers and engagement metrics.
- Positive feedback and testimonials from community members and partners.
- Recognition as a leading advocate for volleyball in the region.
- Success stories of individuals and teams nurtured through Volleyball Manitoba programs.

By prioritizing increased visibility and community presence, we commit to creating a vibrant and inclusive volleyball community in Manitoba. This strategic focus will not only strengthen our organization but also contribute to the overall growth and enthusiasm for volleyball across the province.

Communication and Activation Plan

Key Activities to Communicate, Activate & Monitor	Responsible	Deadline
Final plan approved by Board of Directors.	Board of Directors	April 4, 2024
Plan posted on website.	Membership and Stakeholders	April 2024 ongoing
Review plan at board meetings.	Board and Staff	Ongoing
Annual review for IFF submission.	Staff	Annually
Review of program and events final reports against goals of each initiative, with recommendations for future.	Staff	Regularly

Conclusion

In conclusion, Volleyball Manitoba's Strategic Plan represents our unwavering commitment to the growth, excellence, and inclusivity of volleyball throughout the province. By focusing on key areas such as Coaching Development, Referee Development and Recruitment, and the expansion of initiation programs, we aim to ensure that volleyball remains accessible and enjoyable for participants of all ages and backgrounds.

Our dedication to Safe Sport initiatives underscores our commitment to the well-being of all stakeholders, while our emphasis on innovation and continuous improvement reflects our proactive approach to meeting the evolving needs of our community.

Through collaboration with Sport Manitoba and other partners, we are confident in our ability to secure the resources needed to implement our strategic initiatives successfully. By regularly evaluating our progress and remaining active in our approach, we are ready to drive meaningful and sustainable growth in volleyball participation and excellence in Manitoba.

Together, with the support of our stakeholders, volunteers, and dedicated staff, we are excited to embark on this journey towards a brighter future for volleyball in our province.