



A blueprint for creating a successful club

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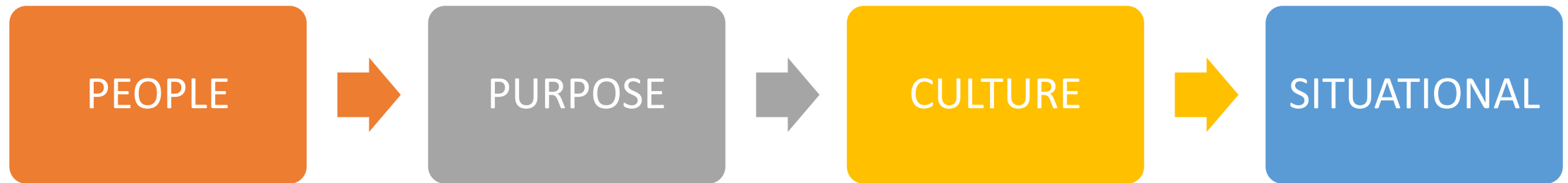
Successful?



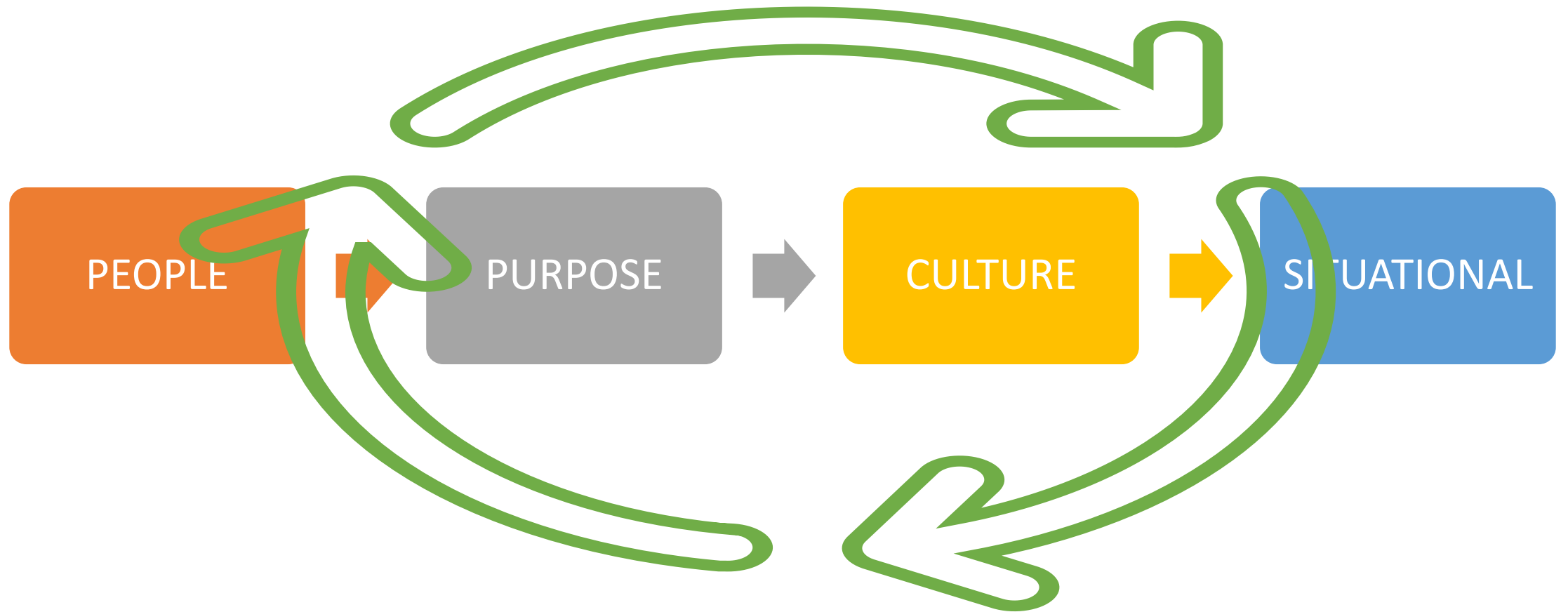
Successful?

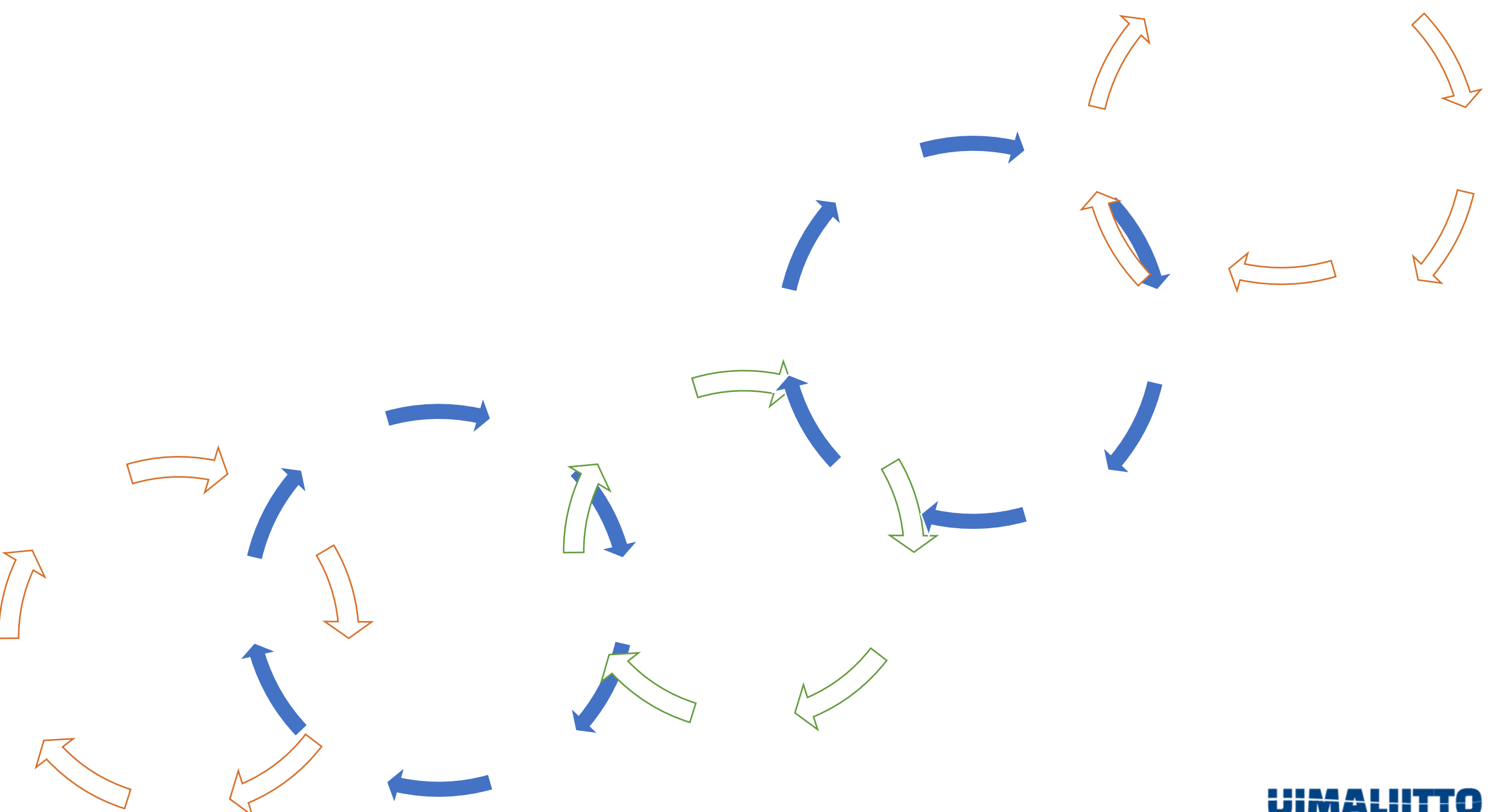


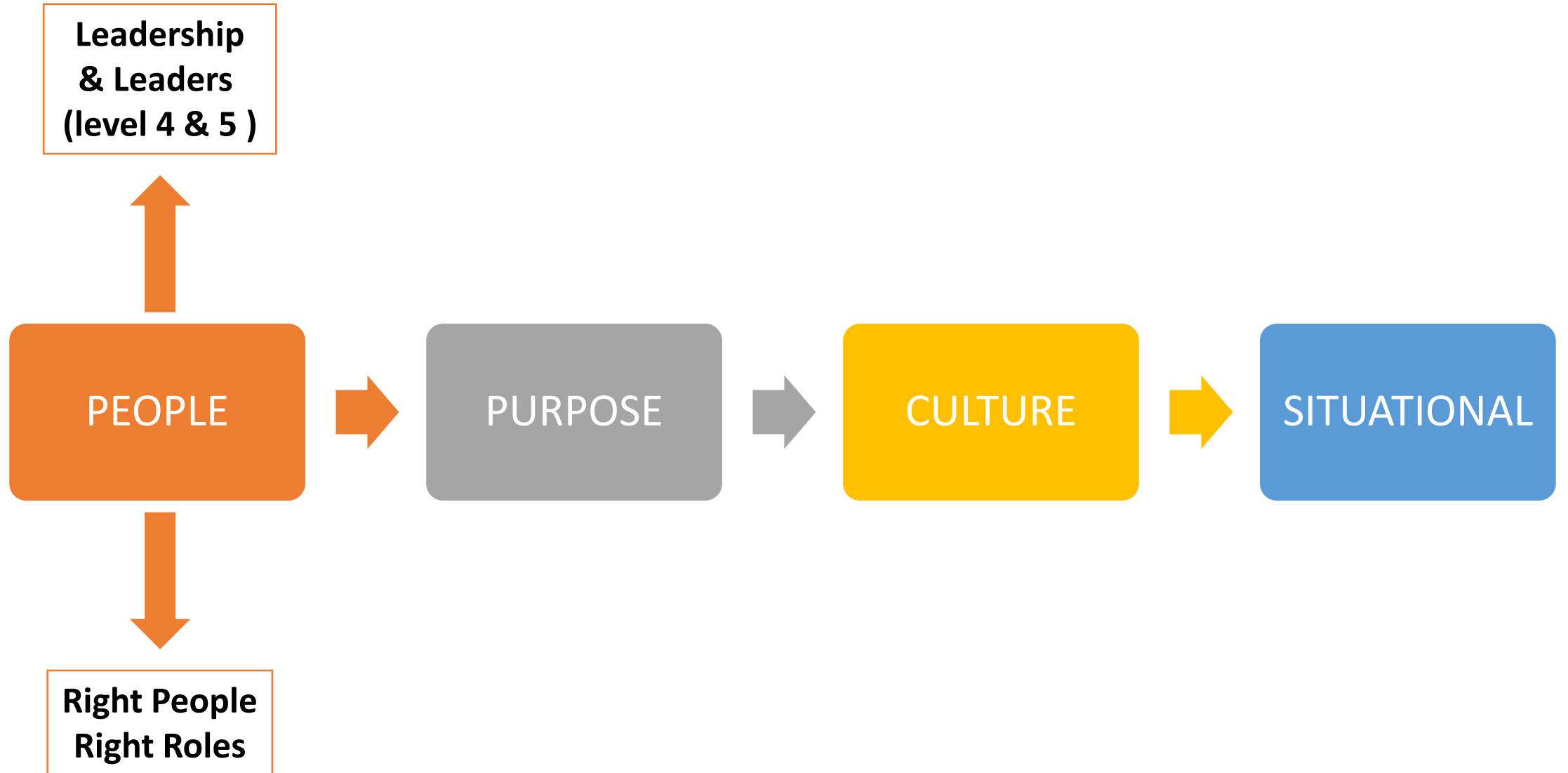
Blueprint framework: 4 elements





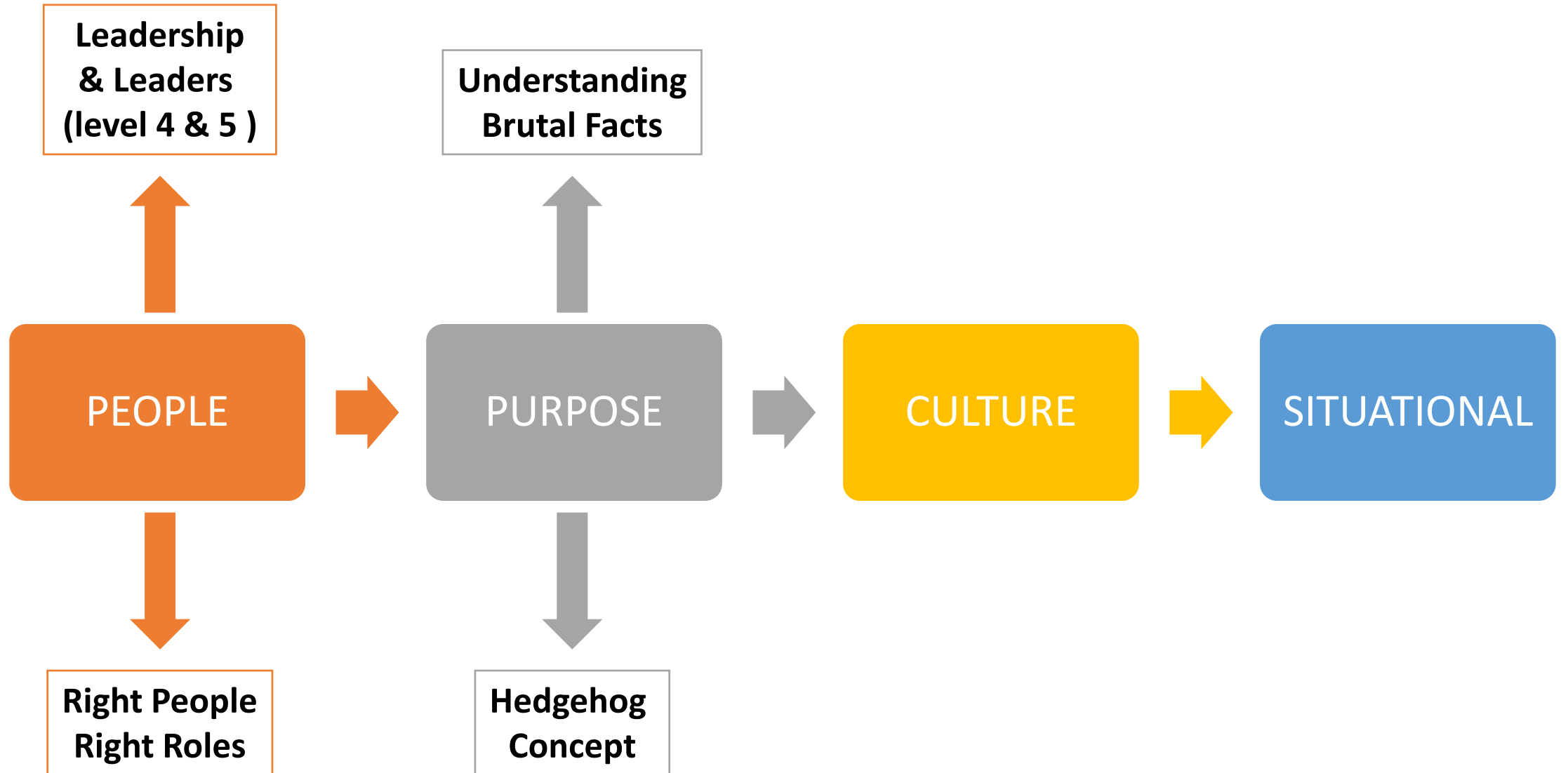






No D*ckheads

- For whānau to function well, everyone must move towards the same point and flow together more frequently than they are in opposition. Put simply, this can be translated to mean 'No D*ckheads'. Instead of a quest for individual glory, the All Blacks make sacrifices so they can play together, and better, as a team.
- Legacy by James Kerr

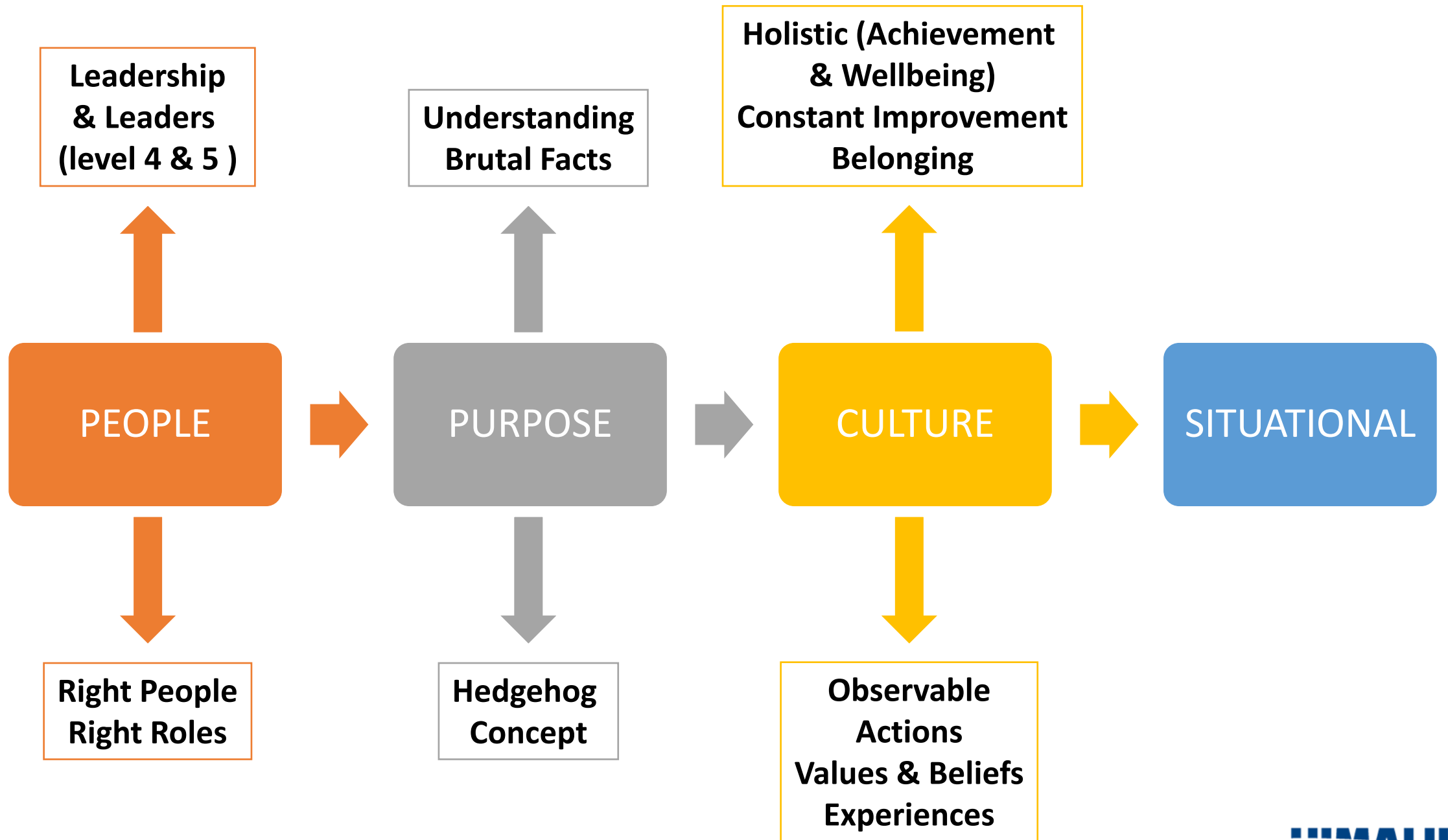


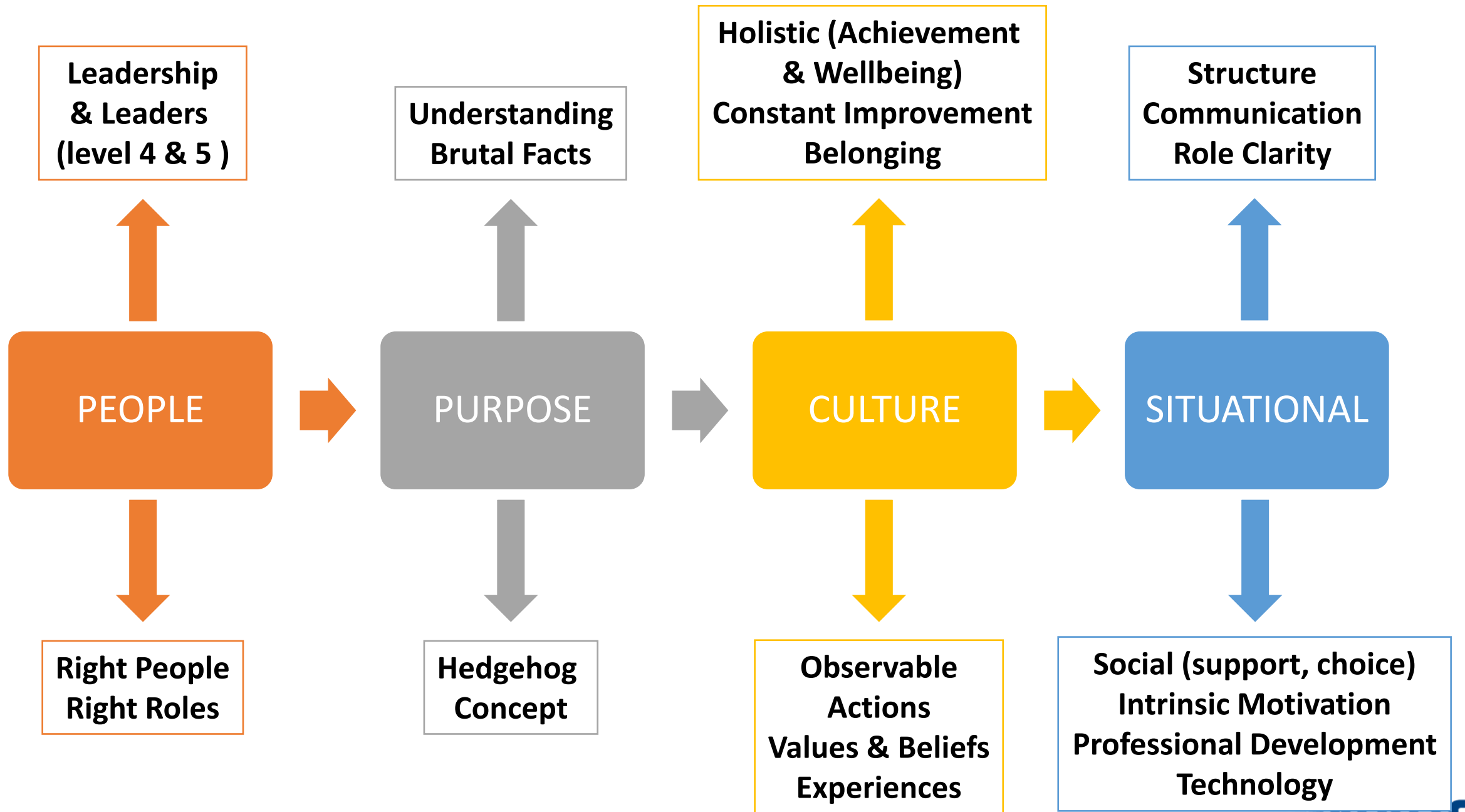
**swim fast,
graduate successfully [with a prestigious
degree],
and enjoy the experience**

Little extra about VISION from the research

- Our vision is now **‘swim fast, graduate successfully [with a prestigious degree], and enjoy the experience’ ...**
- [the coaches] want every athlete who comes here to improve their swimming;
- it doesn’t matter whether that is to help them win the Olympics or a university medal.
- But we also want them to enjoy it and get a top degree; it’s not just about swimming.
 - (Director of Swimming)

David Fletcher & Adam Streeter, 2016
<http://dx.doi.org/10.1080/14697017.2015.1128470>





Leading Change (Kotter)

Transformation is a process, not an event

- It advances through stages that build on each other.
- And it takes years. Pressured to accelerate the process, managers skip stages.
- But shortcuts never work.

- John P. Kotter, Harvard Business Review

Leading Change (Kotter)

- Establish a sense of urgency
- Form a powerful guiding coalition
- Create a vision
- Communicate the vision
- Empower others to act on the vision
- Plan for and create short-term wins
- Consolidate improvements and produce more change
- Institutionalize new approaches

