

Andover Swimming and Water Polo Club

www.andoverswimming.co.uk

Chairman: Don McEwen
Secretary: Vacant

Affiliated to ASA South East Region

Succession Planning

ASWPC is run on a purely voluntary basis and as such succession planning is very important to us. We are very keen to involve as many parents as possible and encourage them to become more involved with the club over time.

We regularly ask parents for help in all areas of the club, on poolside, as officials or in carrying out administrative activities either as part of the committee or on a specific activity such as organizing the Christmas Party. We do this through Notices on the notice board, in the newsletter and on the Web page.

We actively promote all training courses especially for new officials and teachers by placing the information on the Club notice board and by word of mouth. This information may also be placed on the web site and in the Club newsletter if timing permits.

For poolside staff, interested parents are normally introduced to it by inviting them to act as Whips for Galas, (under supervision). From here they are encouraged to take either Officials or Teaching courses. Whenever possible we encourage parents to attend training sessions on poolside under supervision to gain a greater understanding of the roles.

For Committee roles, parents are introduced to our activities in roles such as Membership Secretary, and then are encouraged to take on more detailed roles as they become more confident and as we become more familiar with their interests and capabilities. This allows people to grow and develop within the club and helps to maintain their interest.

When ever possible there is a hand over period where the outgoing committee member and the incoming parent share the workload of the position.

Don McEwen
Chairman
Andover Swimming and Water Polo Club

14th October 2008

Version: -
Date: -
Review Date: -

