

Chapter 7.5

Winning story

Papua New Guinea Swimming, Inc.

Elizabeth Wells – President
PNG Swimming, Inc

“We work together as a team and not as individuals”

Papua New Guinea Swimming, Inc. (PNGSI) is national governing body in Papua New Guinea for aquatic sports. PNGSI is affiliated with FINA, Oceania Swimming Association and the National Olympic Committee. In accordance with the rules of FINA, PNGSI's mission is to:

- Govern aquatic sports in Papua New Guinea
- Promote and encourage aquatic sports throughout Papua New Guinea
- Act alone or in conjunction with any affiliated Association or affiliated Club in any matter with respect to aquatic sports so far as they relate to Papua New Guinea
- Apply the profits (if any) or other income in promoting PNGSI objectives
- Prohibit the payment of any dividend or payment in the nature of a dividend to its members
- Do all such things as are incidental or conducive to the attainment of PNGSI objectives



In order to ensure that the skills of your volunteer staff are constantly improving, what have you done to enhance continuous improvement at every level within your federation?

In order to ensure that the skills of our volunteer staff are constantly improving, PNGSI management continually takes into consideration our environment. We look at the social, physical and performance environments to ensure that the mix of the three provide a place where our volunteers want to be.

We have put in place a 5-year Development Plan, with an Annual Strategic Plan for each year that includes mission statements, vision statements and objectives complementing our Development Plan.

The purpose is to provide quality service delivery in all of our key result areas, including:

- 1/ Administration
 - Management and Administration
 - Facilities and Equipment
 - Finance
 - Promotion and Marketing
 - Public Relations
- 2/ The Athlete and Volunteer
 - Volunteers
 - Coaching
 - Athlete Development
 - Competition
 - Technical Officials

Improving the way things get done is made possible through the unwavering support of the PNGSI executive members and providing a positive direction towards development in administration, coaching and technical areas that ultimately flow down to our athletes. This provides them with the best service we can produce. We work together as a team and not as individuals.

PNGSI affiliated members are encouraged to be all they can be and we have a tireless band of volunteers in our clubs who continue to give of themselves to the task of developing our sport and guiding our athletes towards becoming better people both in the sport and outside.

In administration, PNGSI has put together a Swimming Administration booklet that is available to all club members to learn more about administering our sport in a professional manner. The booklet outlines the responsibilities and roles of executive members, and includes financial planning and reporting to enable professional management of PNGSI and our clubs.

Each year we also produce a yearbook outlining our activities for the year. The yearbook includes:

- Contact details of executive members, Oceania Swimming Association and FINA members
- Behaviour code
- Calendar of events
- PNGSI Aquatic Excellence Squads qualifying times in Junior, Intermediate and Senior divisions
- Qualifying criteria for national and international events
- National championships SC and LC programs
- FINA competition and stroke rules
- Other relevant information for our members

Our affiliated clubs work alongside PNGSI to provide a more professional team of technical officials to run affiliated club carnivals and national competitions under FINA rules, providing fair play in competition. The clubs also play an important role in executing a strong swim programme from Learn to Swim, to Junior, Intermediate Seniors and Elite squad training programmes.

Coaching Courses and Technical Official Clinics are a priority held on an annual basis. We also provide this service to physical education teachers in the schools of Papua New Guinea who have pools in their school grounds to help develop the sport of swimming and teach our youngsters water safety and skill development.

We have in place two full scholarships for a coach and swimmer to attend the Australian Swim Camp in September each year. This is an ongoing scholarship to PNGSI and covers airfare, camp costs and accommodation and meals for the recipients.

An annual award system is in place through the Papua New Guinea Sports Federation National Olympic Committee and their sponsor, South Pacific Breweries, through which we nominate an administrator, coach, technical official and female and male athlete in the Junior and Athlete of the Year SP Sports Award categories.

We never waver in our belief that the coaches and swimmers of PNG will continue to strive for excellence if given the opportunity in competitions and education. We never lose sight of what sport is all about – giving our best whether in the pool or on the pool deck or at the administration desk, striving to be the best we possibly can be and being proud of our efforts.

The administration and competitions we have provided for our athletes continue to be of an excellent standard. We have seen affiliated members of our organisation develop a sense of belonging where sportsmanship, leadership, pride, and team spirit work together to develop our athletes to achieve in the pool and become great ambassadors of our sport.

The PNG National Aquatic Excellence Program has provided the motivational tool for our athletes to set goals and achieve. The three divisions are 9-11 year olds (Junior Category Silver and Gold standard), 12-14 year olds (Intermediate Silver and Gold Category), and BSP Kundu Silver and Gold Target Squad (Elite Category).

The sponsors' continued support has enabled our athletes to experience international and national competition at its best, helping them develop into finer athletes and better ambassadors.

To enhance continuous improvement, PNGSI is always looking for opportunities to applaud the successes of our organization and its members, no matter how small. And we work hard to find ways to recognise those achievements.

We have in place a public relations section that provides quarterly newsletters, regular news bulletins, and regular media releases to media outlets onshore and offshore.

As your federation grows, what “new” skills will you look for in people joining your federation?

The “new” skills we will look for in people interested in a position with PNGSI include strong communication skills, trustworthiness, and the desire to get things done in a positive, proactive and friendly manner.

We are always looking for people with public relations skills, marketing skills and coaching competence skills with performance measures.

We are an organisation that has developed from our volunteers, who have a love for the sport of Swimming and are able to make changes in a proactive environment for the betterment of our sport.

What useful strategies do you think have been the most useful for making a strong impression on audiences?

Useful strategies that have been the most useful for making a strong impression on audiences include our ability to project ourselves to the rest of PNG as a professional organisation that is community-oriented. Our communication skills, using the media to our best advantage, involving our sponsors at all levels, and hosting coaching have helped greatly in this area.

We also provide information to all members about the organisation's progress and development. This also communicating through and with the media and sponsors through regular newsletters, bulletins and monthly meetings to provide opportunities for direct and honest feedback from all involved in the sport.

The executive members take time to understand our members' aspirations for the organisation and create opportunities for them to be heard. This has enhanced communication and provided valuable input into the planning and development process of PNGSI.

We are able to meet deadlines for reporting and act in a professional manner when dealing with sponsors, media and other sporting organisations. We have a commitment to getting things done on time with the least disruption to our athletes and coaches.

The goal is always to produce results for the sport of Swimming in Papua New Guinea. In sum, we do this by observing the following methods and values:

1/ Create a positive atmosphere

This allows members to express ideas without fear of criticism. PNGSI's tone is set by example. A positive environment generates positive behaviour.

2/ Expect the best

Members are encouraged to be all they can be.

3/ Celebrate success

PNGSI seeks opportunities to applaud the successes of PNGSI and its members no matter how small. Small successes are the launching pads for bigger ones. Find ways to provide recognition for achievement, as we believe real recognition helps people experience what it means to succeed and it inspires members to strive toward future achievements.

4/ Listen

PNGSI takes time to understand the member's aspirations for Papua New Guinea and creates opportunities for them to be heard. Healthy dialogue in all parts of the organisation enhances communication and provides valued input into the planning and development process.

5/ Identify the critical team

We identify the critical "players" within and outside PNGSI and include them in the development process.

6/ Give regular feedback

PNGSI shares "success stories" by providing information to all members about the organisation's progress and development. Newsletters, bulletins and meetings all provide opportunities for direct and honest feedback.

7/ Trust and delegate

The executive committee cannot implement the development plan on their own, but with the help of trusted affiliated members, responsibilities can be delegated to promote a sense of belonging and commitment within Papua New Guinea Swimming.

8/ Seek help at hand

The planning process is enhanced by seeking advice from others who may have had previous experience. These helpful groups include the National Olympic Committee, Oceania Swimming Association, and people in business or from other sporting organisations willing to provide advice and assistance in the planning and development of PNGSI.

PNGSI accepts that planning is as an integral part of its operations. Planning is synonymous with success and achievement, and with continuous improvement efforts, the planning process can become more effective and lead to greater results.