

Chapter 4.5

Winning story

Italian Swimming Federation

**Paolo Barelli – President
Italian Swimming Federation**

“We invite everyone to exercise innovation in achieving our mission”

The Italian Swimming Federation (FIN), founded in 1899 and renamed in 1928, aims to promote, organise, regulate and spread swimming disciplines in Italy and abroad. The disciplines under FIN’s jurisdiction in Italy include: Swimming, Water Polo, Diving, Synchronised Swimming, Open Water Swimming and Swimming for Rescue.



How has your federation kept up with external and internal changes and used these factors to create a positive learning environment?

The Federation works extensively with specialised business consultants to monitor its external and internal working dynamics. Based on the information received from the consulting firm, the federation implements new strategies to reorganise and improve business activities.

What measures have you taken to ensure that your staff and members remain motivated in their day-to-day work ethic?

FIN makes it a point to involve staff and members in organisational processes. As well, the staff members know that they are accountable for their part in the Federation's success, so that helps keep them motivated as well.

What are the key messages that your federation wants to put across to your staff and members?

The most important messages that we want to send to our staff and members is that we all share in the success of the Federation's mission, and we invite everyone involved with FIN to exercise innovation in achieving that mission.

What actions will your federation put in place in the future so that you can continue to motivate your staff and members?

Keeping our staff and members motivated and productive is very important for the success of the Federation. We use many methods to inspire motivation at all levels, including adjustments to the contract, upgrades to facilities and training courses to improve our knowledge and skills.

How important are volunteers to your organisation? What methods does your federation use to recruit and retain good volunteers?

Volunteers are crucial to the Federation. We take recruitment and retention of volunteers very seriously. Most often, volunteers are selected by clubs affiliated with FIN and FIN supports them in offering the necessary training and preparation. Volunteers are a key part of the success and growth of our federation, so it is important that we treat them well and develop their skills in the process.

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