



Wrestling Australia Inc

ABN: 50 711 416 640

REG: 13442Z

President: Talgat Ilyasov **Mob:** 0422 856 568

Email: admin@wrestling.com.au

president@wrestling.com.au

Web: www.wrestling.com.au

POSTAL: PO Box 198 Glen Iris, Victoria 3146

Wrestling Australia Strategic Plan 2019-2023

WAI Values

Morality, Tolerance, Integrity, Respect, Teamwork, Inclusiveness, Commitment

Wrestling Australia Vision for 2019-2023

To promote and develop the sport of Wrestling in Australia for National and International Competitions and Events aligned with the Wrestling Australia Objectives.

The Strategic Planning Process

A Strengths, Weakness, Opportunity and Threat analysis was utilised to understand the current environment of Wrestling in Australia. This analysis was sent to all six wrestling states, feedback was received from 3 states. This strategic plan has been developed from input from 3 different states within Australia.

Looking Forward

In order to ensure that the WAI 2019-2023 Strategic Plan is effectively adopted, WAI will appoint a number of committees. The High-Performance Committee will adopt 2-year High Performance plan and budget, it will be the High Performance Managers role to ensure that this plan is followed.

WAI will adopt a coaching and referee committee; the committee will work towards the goal of increasing the number of coaches and referees within Australia.

The committees will provide the WAI Board and the States with quarterly updates on their progress



2019 WAI SWOT Analysis Matrix

Strengths	Weaknesses
<ul style="list-style-type: none"> * Friendly and Diverse Community * Passionate about wrestling * Wrestling is an Olympic Sport, this gives Wresters a path to compete in the Olympics. * Use of WAI Logo at the National Events * Dedicated coaches and volunteers * Ability to fund and support national and international events * Ability to organise and sponsor coaches and referee training weekends 	<ul style="list-style-type: none"> * Needs improvements in governance and transparency between the WAI Board and the states associations * Extra revenue is needed to support wrestlers, referees and coaches * Need for planning to increase membership numbers * Need for long-term planning for all ages and styles of wrestling * Receive more feedback from states on decision making * Management training for board members * Need to adopt a conflict of interest register for board members and High Performance members * Develop ways to resolves conflicts within the board * Need to adopt a national membership database and competition register
Opportunities	Threats
<ul style="list-style-type: none"> * Increasing numbers at grassroots level * More meetings with the states to improve open communication * Accessing more financial funds through increased membership numbers * Leveraging off if the Commonwealth anti-bully initiatives in school by introducing wrestling as an afterschool program * Organising and hosting regional international tournaments and events aligned with UWW. 	<ul style="list-style-type: none"> * Lack of financial resources * Board making decision without consultation of the state associations * Loss of funding due to low memberships * Inability to sustain daily activities due to rising cost * Legal litigation due to challenges against existing policies and/or procedures

Based on the SWOT analysis the strategies selected for the 2019-2023 Strategic Plan are:

1. To Increase Memberships and Participation of Athletes, Referees and Coaches
2. To Improve Athletes Preparation for International Events



3. To Increase Financial Stability and to Increase Sponsorship Opportunities
4. To Enhance Organisational Transparency and Communication

Strategy 1: To Increase Membership and Participation

Goals

1. Grow the number of active wrestlers in Australia
2. Grow the number of active referees in Australia
3. Grow the number of active coaches in Australia

Actions:

1. Adopt a long term plan to increase the number of wrestlers at state level by 20% to 485
2. Increase participation at the National Championships, Australia Cup and Youth Nationals by 20%
3. Advertise a yearly calendar that includes all events, camps and education workshops in each state
4. Identify more effective ways to deliver wrestling to remote communities
5. Adopt a plan to introduce wrestling into schools
6. Run introductory wrestling camps/clinics at least twice a year
7. Be more inclusive to LGBTI groups
8. Increase the number of certified coaches in Australia by 20% to 40
9. Conduct yearly United World Wrestling Coaching Courses
10. Increase the number of accredited referees in Australia by 20% to 20
11. Conduct yearly Referee Education Courses
12. Increase WAI's exposure through social media platforms, such as Facebook, Instagram and the WAI website
13. Adopt op-line membership facilities by July 2020

Strategy 2: To Improve Athletes Preparation and Performance at International Events

Goals



1. To run Training Camps leading up to International events
2. Athlete representation at the Oceania Championships, World Championships and the Commonwealth Games
3. Adopting a Long-Term High-Performance Plan

Actions:

1. National Coaches to conduct training camps prior to the 2020 Olympic Games
2. National Coaches and High Performance Manager to identify local and international athletes that can help the Australian team best prepare for the Olympics
3. Source funding that can be obtained in preparation for the 2020 Olympic Games and the 2022 Commonwealth Games
4. WAI to invite international countries to participate in training camps and National competitions
5. Adopt a yearly High Performance Plan that is followed by the WAI Board and the High Performance Committee

Strategy 3: To Increase Financial Stability and Increase Sponsorship Opportunities

Goals

1. Increase Sponsorship opportunities
2. Generate revenue

Actions

1. Adopt a long-term plan to increase funding opportunities for wrestlers, referees and coaches
2. Generate revenue through fundraising, grants and sponsorship
3. Prepare and present quarterly financials to the board
4. Meet all financial obligations with stakeholders in the required timeframe

Strategy 4: To Enhance Organisational Transparency and Communication

Goals

1. Meet all reporting requirements



2. Have clear communication
3. Training for Board Members

Actions

1. Meet all reporting requirements to WAI stakeholders
2. Maintain clear communication with WAI stakeholders
3. Maintain clear and transparent communication with WAI States, Athletes, Coach, Referees
4. Maintain good communication and relations with United World Wrestling
5. Publish selection criteria's for wrestlers and referees at least 3 months prior to an event
5. Develop and follow an annual operational plan
6. Develop and implement strategies to recruit, train and retain board members
7. Receive yearly feedback from states in relation to WAI business

