

PSQ Strategic Plan 2013-2017

**PISTOL SHOOTING
QUEENSLAND LTD
STRATEGIC PLAN**

2013 - 2017



Reviewed 14 September 2013 by PSQ Ltd Board

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Mission

To provide an organisation to facilitate its members' ability to participate in all competitions conducted by the International Shooting Sports Federation, Australian International Shooting Ltd, Pistol Australia and all other affiliated organisations connected with the sport of competitive target pistol shooting.

Vision Statement

We are committed to promoting competitive target pistol shooting in Queensland as a safe and enjoyable sport.

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Guiding Principles

- Provide a service to our members which reflects the following commitments:
 - administer the sport of competitive target pistol shooting in Queensland by utilising open, effective, efficient and inclusive management techniques;
 - maintain the legitimate pathway for our members to progress to international participation in the sport of competitive target pistol shooting through Pistol Australia and Australian International Shooting Ltd;
 - ensure the financial viability of Pistol Shooting Queensland Ltd for the benefit of our members;
 - promote the vital role of volunteers and facilitate development of their skills and accreditation;
 - promote the sport as an enjoyable, safe, and non-discriminatory activity; and
 - respond in an appropriate and accountable manner to calls for service.

- Utilise modern information systems and administrative support structures to enhance the sport of competitive target pistol shooting in Queensland.

- Liaise with government departments and other shooting organisations to enhance service delivery to members and minimise restrictions on our sport.

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Goals

- 1.** To establish a state range facility, or facilities, capable of conducting State, National and International competitions.
- 2.** Professionally administer the sport in Queensland for the benefit of members.
- 3.** Improve member services and ensure the future of the sport through strategic partnerships.
- 4.** Value volunteers and enhance their skills and accreditation for the benefit of our sport.
- 5.** Actively promote pistol shooting to members, potential members and media outlets in Queensland, as a 'Sport for Life' and a 'Sport for All'.

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GOAL 1: To establish a state range facility, or facilities, capable of conducting State, National and International competitions.

| STRATEGIES | PERFORMANCE INDICATORS |
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| <p>1.1 Ensure Pistol Shooting Queensland has a secure facility, or facilities, to facilitate the conduct of events for its members.</p> | <p>1.1.1 Research and identify a suitable location/s 1.1.2 Identify potential partnerships.</p> |

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| GOAL 2: Professionally administer the sport in Queensland for the benefit of members. | |
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| STRATEGIES | PERFORMANCE INDICATORS |
| <p>2.1 Ensure the financial viability of Pistol Shooting Queensland Ltd to provide member services.</p> | <p>2.1.1 Improved financial accountability, and timeliness of advice to members to enable productive and informed financial comment.</p> <p>2.1.2 Membership and activity fees structured to accurately reflect costs associated with services provided.</p> <p>2.1.3 Seek appropriate external funding for Pistol Shooting Queensland activities and assist members to acquire same.</p> |
| <p>2.2 Enhance board governance.</p> | <p>2.2.1 Review the Constitution, Strategic Plan, charters, policy statements and selection guidelines, and modify where appropriate.</p> <p>2.2.2 Management compliance with constitution and passed resolutions.</p> <p>2.2.3 Enhance board member skills and review performance of board members in their roles.</p> |
| <p>2.3 Audit Pistol Shooting Queensland Ltd internal and external communication.</p> | <p>2.3.1 Correspondence register compliance.</p> <p>2.3.2 Prompt dissemination of information to members.</p> <p>2.3.3 Quality of responses to member inquiries.</p> <p>2.3.4 Attendance of Board members at gatherings of other members.</p> |
| <p>2.4 Improve Pistol Shooting Queensland Ltd service delivery</p> | <p>2.4.1 Coordinators appointed and review assessed against established performance criteria.</p> <p>2.4.2 Operational groups provide timely annual and rolling business plans for input into Pistol Shooting Queensland rolling plan/program.</p> <p>2.4.3 Enhance service delivery to rural and remote member clubs, volunteers (officials, coaches, trainers etc), media/promotion and governance education.</p> |

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| GOAL 3: Improve member services and ensure the future of the sport through strategic partnerships. | |
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| STRATEGIES | PERFORMANCE INDICATORS |
| <p>3.1 Establish and maintain strategic partnerships with other organisations to enhance the recognition of pistol shooting as an enjoyable, inclusive and safe family sport.</p> <p>3.2 Establish and maintain partnerships with Government agencies and other groups to promote effective integrated responses to inappropriate restrictions on the sport and members.</p> | <p>3.1.1 Assess current strategic partnerships at a State and National level.</p> <p>3.1.2 Develop further strategic partnerships at a State and National level.</p> <p>3.1.3 Evaluate the effectiveness of individual strategic partnerships at a State and National level.</p> <p>3.1.4 Proactive promotion and education of Pistol Shooting as an enjoyable, inclusive and safe family sport.</p> <p>3.2.1 Assess current partnerships utilised to address misinformed and erroneous official restrictions on the sport and members.</p> <p>3.2.2 Develop enhanced partnerships to address misinformed and erroneous official restrictions on the sport and members by proactive education and dissemination of information.</p> <p>3.2.3 Evaluate the effectiveness of individual partnerships in addressing misinformed and erroneous official restrictions on the sport and members.</p> |

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| GOAL 4: Value volunteers and enhance their skills and accreditation for the benefit of our sport. | |
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| STRATEGIES | PERFORMANCE INDICATORS |
| 4.1 Enhance coach development pathways throughout the State. | 4.1.1 Assess current State coach accreditation courses within the sport. 4.1.2 Manage the Pistol Australia National Club Instructor Course in club level coaching. 4.1.3 Develop and increase Club Coach and Competition Coach qualifications. 4.1.4 Support National coach work experience programs and seminars. 4.1.5 Maintain a program of coaching for all clubs, including updating of club coaches' knowledge and skills. |
| 4.2 Enhance range official development pathways throughout the State. | 4.2.1 Assess current officials accreditation. 4.2.2 Administer the Club Range Conduct Program for club level officials. 4.2.3 Maintain training programs for officials in all areas. 4.2.4 Implement official re-accreditation programs. |
| 4.3 Develop volunteers for the 2018 Commonwealth Games | 4.3.1 Form a Volunteer Development Program. 4.3.2 Recruit Volunteers. 4.3.3 Train Volunteers. 4.3.4 Expose volunteers to high level competitions. 4.3.5 Retain volunteers for the conduct of future events and competitions. |
| 4.4 Conduct Weapons Safety courses as per Weapons Safety Course guidelines | 4.4.1 Efficient distribution of Statements of Attainment. 4.4.2 Training of Training Officers for new and current qualifications. 4.4.3 Review course materials in conjunction with Weapons Licensing. |
| 4.5 Enhance member club management. | 4.5.1 Enhance and support member club management expertise. 4.5.2 Provide governance and media/promotion education. 4.5.3 Evaluate Club Management and education programs. |
| 4.6 Enhance results of State Team members, State Development Squad members, and all club members competing at open competitions | 4.6.1 Coordination between Team Managers and sharing of resources. 4.6.2 Identify suitable sport psychologists and other specialists for coaching camps. 4.6.3 Specialist and tiered coaching camps are supported by member participation. 4.6.4 Use of intrastate, interstate and international coaches to stimulate development. |

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| GOAL 5: Actively promote pistol shooting to members, potential members and media outlets in Queensland, as a 'Sport for Life' and a 'Sport for All'. | |
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| STRATEGIES | PERFORMANCE INDICATORS |
| <p>5.1 Enhance personal interaction of Pistol Shooting Queensland Ltd officials with all members.</p> | <p>5.1.1 Assess current methods of personal interaction of Pistol Shooting Queensland Ltd officials with all members.</p> <p>5.1.2 Enhance the mechanisms for personal interaction of Pistol Shooting Queensland Ltd officials with all members.</p> <p>5.1.3 Evaluate the effectiveness of personal interaction of Pistol Shooting Queensland Ltd officials with members.</p> |
| <p>5.2 Enhance resources available to members to attract potential members to the sport in Queensland.</p> | <p>5.2.1 Assess current resources available to members to promote the sport and attract potential members.</p> <p>5.2.2 Develop resources available to members to promote the sport and attract potential members.</p> <p>5.2.3 Evaluate impact of resources in attracting new members.</p> |
| <p>5.3 Enhance participation in the sport by women, young adults (male and female) and persons with disabilities.</p> | <p>5.3.1 Conduct analysis of current member participation by female, young adult and persons with disabilities.</p> <p>5.3.2 Develop and implement strategies to attract a larger participation by women, young adults and persons with disabilities in the sport.</p> <p>5.3.3 Evaluate such strategies to determine effectiveness and refine where necessary.</p> |

Amended and approved 14 September 2013