

Development strategy Plan of the Moldavian Swimming Federation (FISN) 2020-2024





Objectives:

- To qualify 4-6 athletes at the Olympic Games 2020 and 2024;
- 1 medal and 1 place 4-6 at the Olympic Games 2020 and 2024;
- Reach 5.000 registered athletes in 2024 (2500 in 2017);
- Manage the competition system and the database for athletes and coaches through the online platform.
- Improving specific knowhow for coaches, staff members and board members



Strong points:

- Good performance during the last years at major events;
- Good relations with national government bodies and international federations;
- Members of the Board and Coaches Councils with extensive experience;
- No internal conflicts;



Weak points:

- Non multi – annual budget
- Lack of sponsors
- Lack of infrastructure (Non 50m swimming pools for 3 million population)
- Low level of specific knowledge gained during the coaches training process
- Insufficient number of Federation employees
- High level of bureaucracy



Principles:

Transparency and communication

Quality of work

Dedication

Correctness and equality through members

Responsibility

Efficiency



Transparency and communication

Posting on the official website, Facebook or sending by e-mail to the schools and clubs, the following documents:

- the decisions of the Board
- all the necessary information regarding national teams and the selection policies for the national teams in all major competitions
- relevant information about the activity of the FISN
- photo and video reports of past competitions and events





Correctness and equality through members

- The policies for selections in the national teams are clear and based on the performance objectives and on the future potential of the athletes. The policies are proposed by the Coaches Council and validated by the Board. These criteria are developed in a way to give all the athletes the equal chances to proceed.
- We inform all the members of our Federation about different opportunities to register for seminars, development courses, etc.;
- We aim to promote all the aquatics fields in our Federation, even if their current development degree is different;



Responsibility

- FISN by elected representatives
- The President has executive power and is responsible for all the members, together with the members of the Board, for the activities carried out by the Federation
- The members of the Board have special responsibilities in individual aspects as well
- Coaches working in schools raise their level at school standards
- The school's management determines transitional standards for sports improvement groups



Efficiency

- All the programs are initiated only after a good assessment of the opportunity
- Once the program is concluded, there is an evaluation of the results on a short and long term basis
- All members of the federation present tasks and methods of their implementation



Development directions:

- High performance strategy
- Children and junior development strategy
- Master, Open Water development
- Human Resources strategy
- Infrastructure strategy
- Financing strategy



Development directions:

High performance strategy

Financing strategy

Infrastructure strategy

Children and junior development strategy

Master, Open Water development

Human Resources strategy



High performance strategy

- Our first priority are the athletes and the coaches who are already on the National team or they have real chances to qualify. They have access to participate in training camps located at high level altitude or those that have outdoor pools.
- We develop programs in collaboration with NOC for Olympic Games for youth and junior level athletes (Olympic Festival and Youth Olympic Games).
- We are committed to increasing the number of university student athletes by supporting them to continue their sport career and to prepare the athletes for the after sport life. We participate in the National University Championships and the University Games.
- Open Water – we recently started to promote and offer this specialty to our long distance swimmers and will give them another opportunity to compete at a high level.



Children and junior development strategy

- Incentivize coaches that qualify athletes for the national teams
- Encourage coaches who work with children and transfer them to skill groups
- Support the participation of athletes in as many local and national competitions as possible; logistic and informational assistance for the organizers (county associations, swimming schools and clubs)
- Continue to develop children's competitions «Funny Dolphin»
- Development of informative programs, in collaboration with the member clubs, in order to attract children for the 3 aquatic disciplines (swimming, diving and pentathlon)



Master, Open Water, High Diving

- We try to find new directions to increase the number of people who are involved in aquatic sports:
 - Supporting the National Masters Championships;
 - Promoting the masters and open water calendar;
 - We have already some swimmers in Masters and Open Water swimming



Human Resources strategy

- Develop a system that certifies the affiliated clubs competences in order to promote clubs that carry on their activity, on a medium and long term bases, according to the Federation's objectives
- Develop our own system of coaches certification
- Enhancing decision-making power as well as the Federal coach responsibility regarding technical decisions
- Assisting our coaches to attend at FINA Coaches Certification programs
- Developing a strong body of referees, by sending our best ones at the FINA Swimming Schools for Officials



Infrastructure strategy

- Helping the Federation members in developing their relationships with the appropriate authorities or local administration in order to maintain the current infrastructure operational as well as to stimulate performance activity
- We are ready at every call from local authorities which are intending to build new swimming pools
- Find transport, update the old bus for the trips of the national team to competitions and sports camps



Financing strategy

- Maintain or even increase State funding contribution through the financing contract concluded with Ministry of Education and NOC
- Attract sponsors
- Generating own extra-budgetary income
- Attract public attention to find patrons of swimming



Thank you!

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