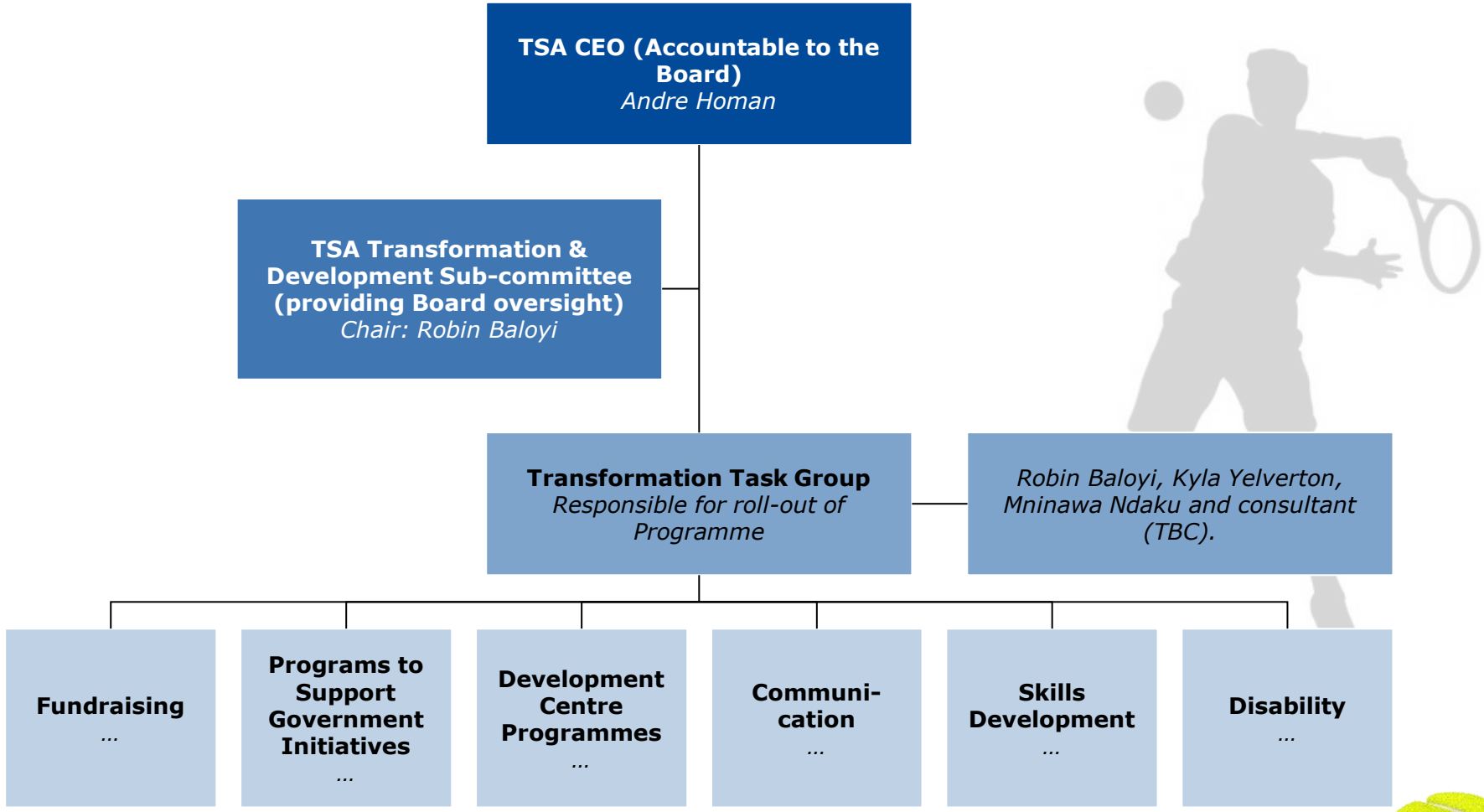
Tennis SA Transformation Strategy

Overview

Transformation Governance within TSA

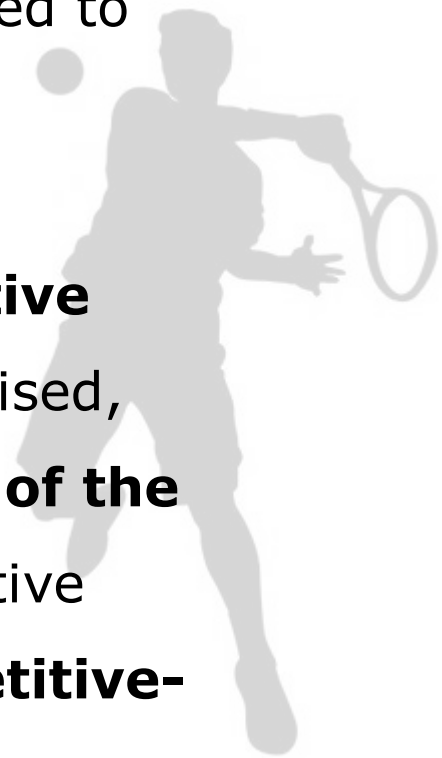


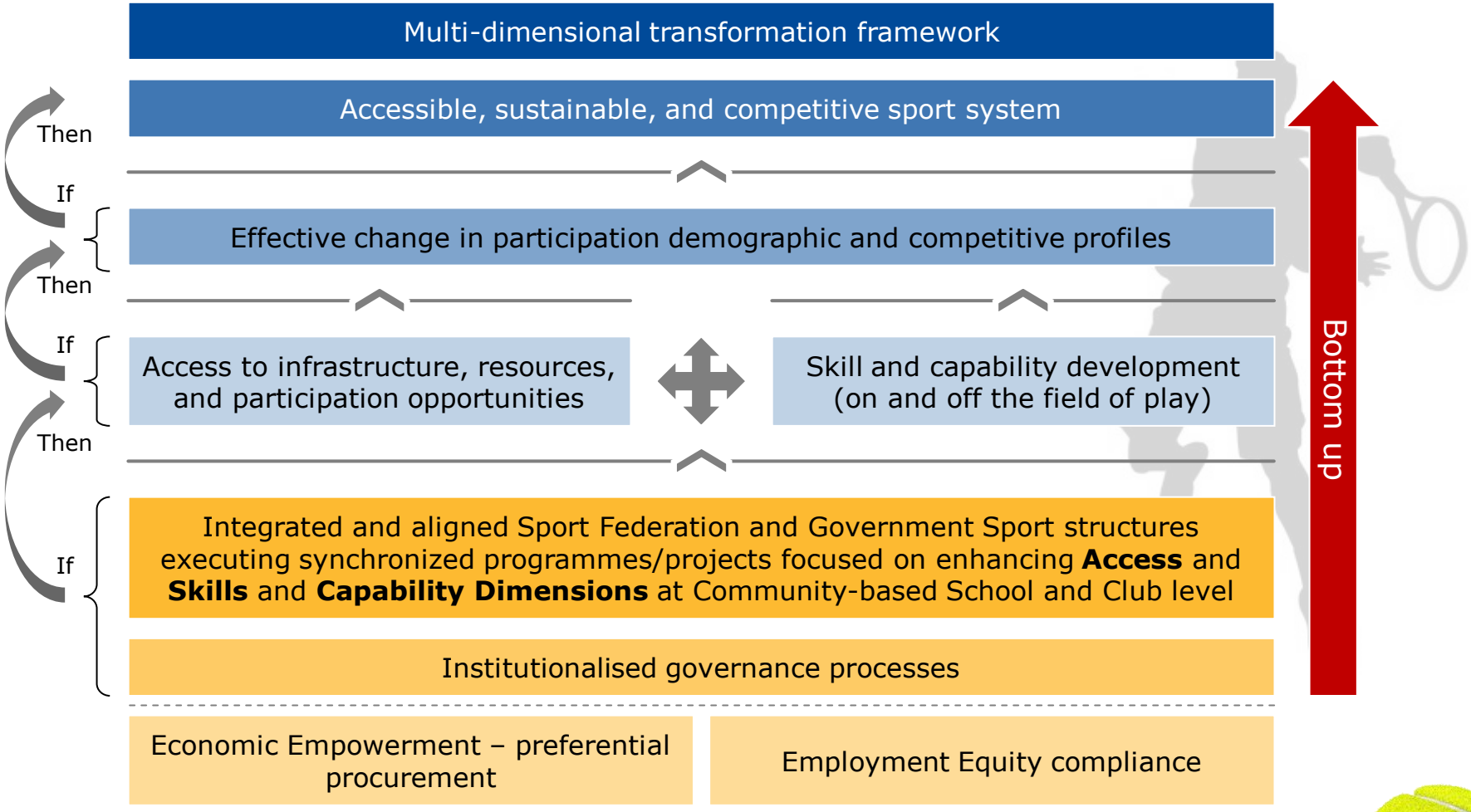
The Regulatory Framework

Adopted by Nat. Sport and Rec. Indaba

The Case for Transformation

The bar of excellence is rising relentlessly. We need to be more effective and creative in developing strategies, practices, processes, talent, and skills that will make us **winners in a hyper-competitive world.** Transformation, correctly defined and utilised, is a powerful tool not only to **correct injustices of the past**, but also to establish a sustainable competitive advantage targeted at enhancing **overall competitive-ness globally**




Multi-dimensional transformation framework
Accessible, sustainable, and competitive sport system
Then
If
Effective change in participation demographic and competitive profiles
Then
If
Access to infrastructure, resources, and participation opportunities
Skill and capability development (on and off the field of play)
Then
If
Integrated and aligned Sport Federation and Government Sport structures executing synchronized programmes/projects focused on enhancing **Access** and **Skills** and **Capability Dimensions** at Community-based School and Club level
Institutionalised governance processes
Economic Empowerment – preferential procurement
Employment Equity compliance
Bottom up

Key Transformation Focus Areas

Infrastructure and Participation Opportunities

Human Resource and Skills Development

Demographic Profile

Performance

Contribution to Government Priorities

Good Governance

Balanced Scorecard

- The most important requirement for the success of the Development Programme is **The Provision of Coaching** and the **Level of Coaching** provided

- The Development Programme aims at developing ALL players from grassroots to the elite level.

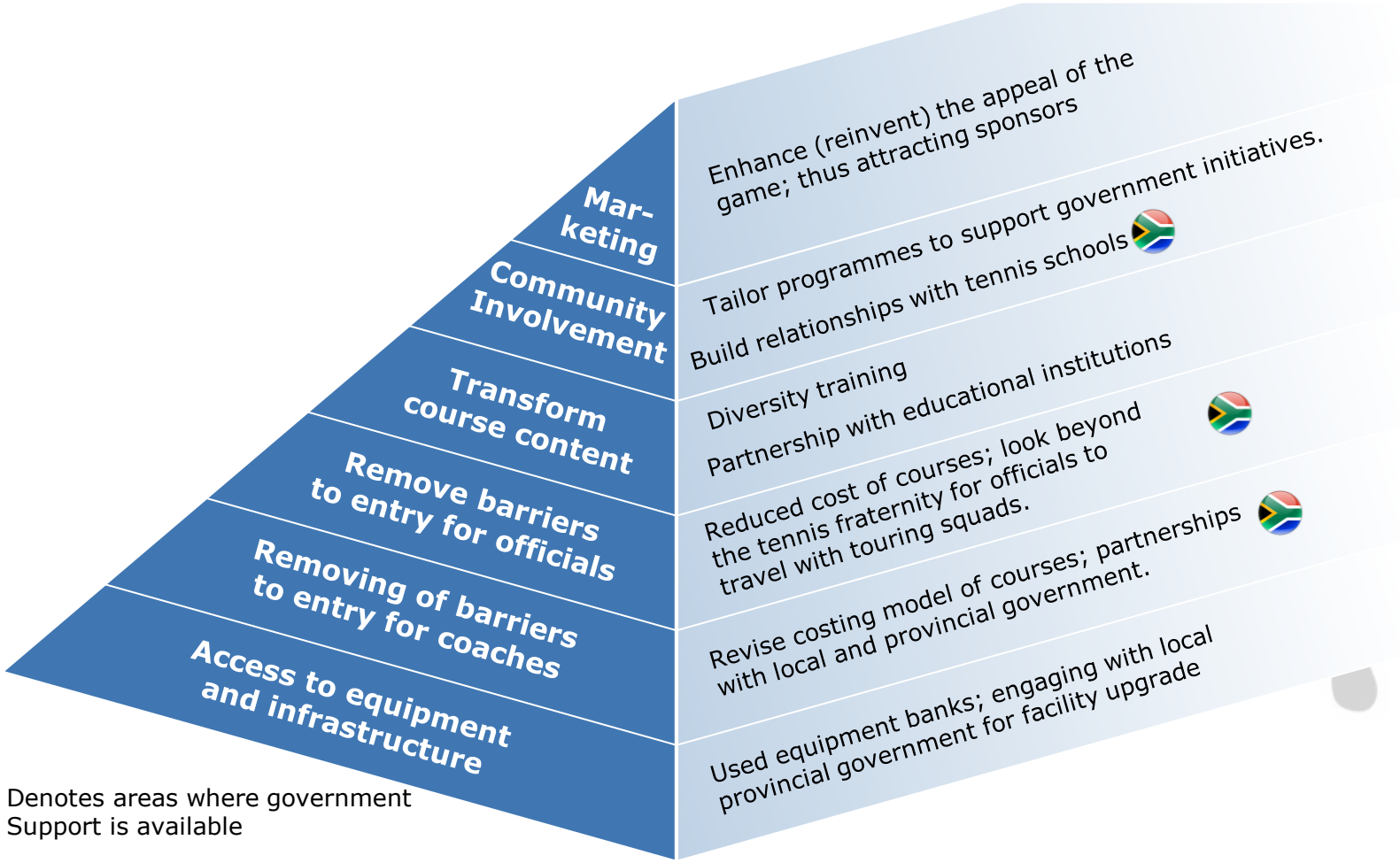
- The Programme has an emphasis on black persons (players, officials, coaches etc.)

- There will be a quota system in place for National Squads and Masters and a balanced scorecard incorporated in the Selection Criteria Framework for the selection of National teams.

Balanced Scorecard

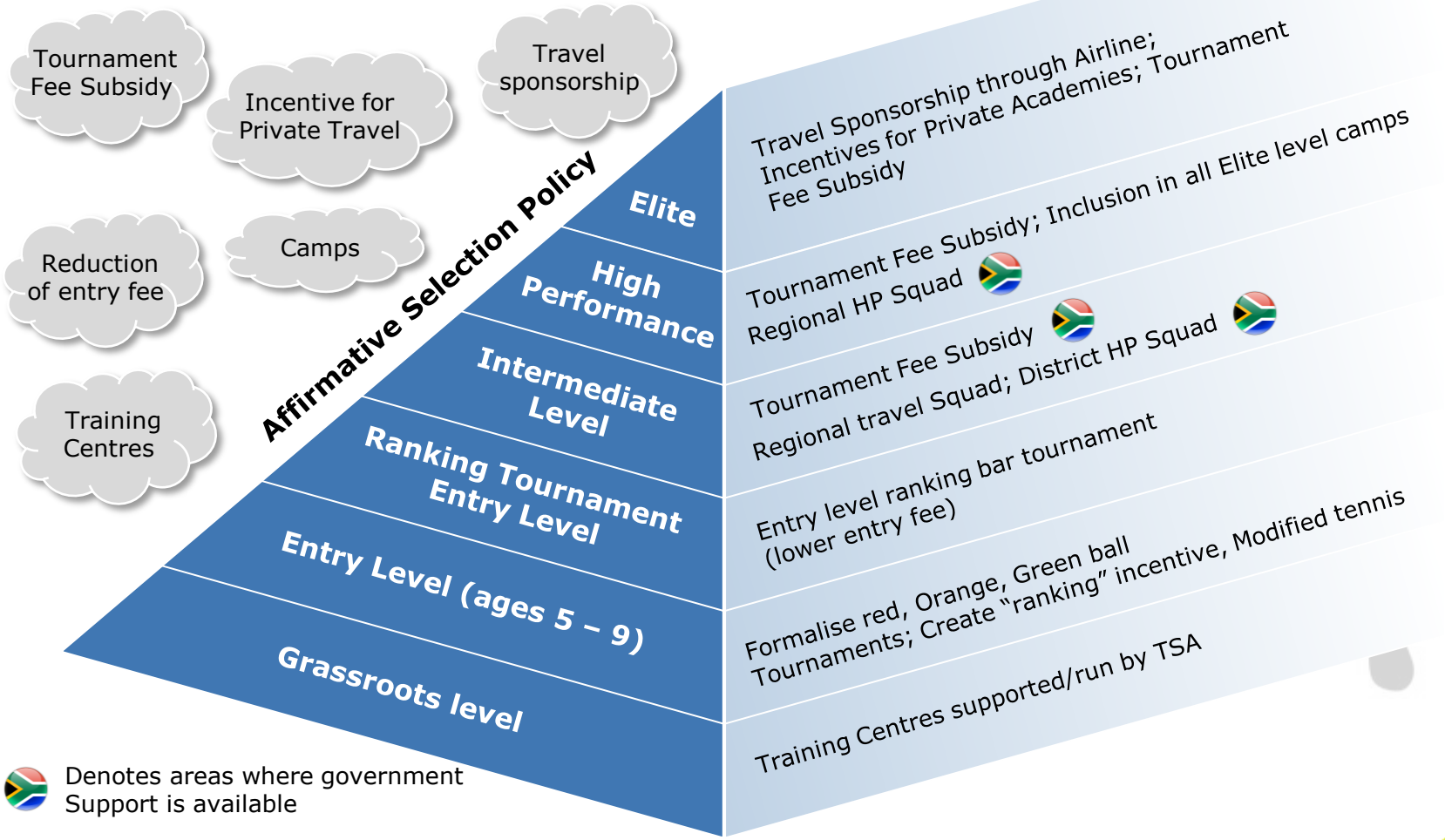
Score-card element	Explanation	Weighting	Score
Player-Performance Matrix		30	
Transformation Target?	This is the determination of whether the player is a black player in terms of the definition set out in the policy. A player would either score 10 (if s/he is a black player) or 0 (if she is not a black player)	10	
Coduct on Court		5	
Conduct off-court		5	
Total		**50**	

Development Pathway
Off Court

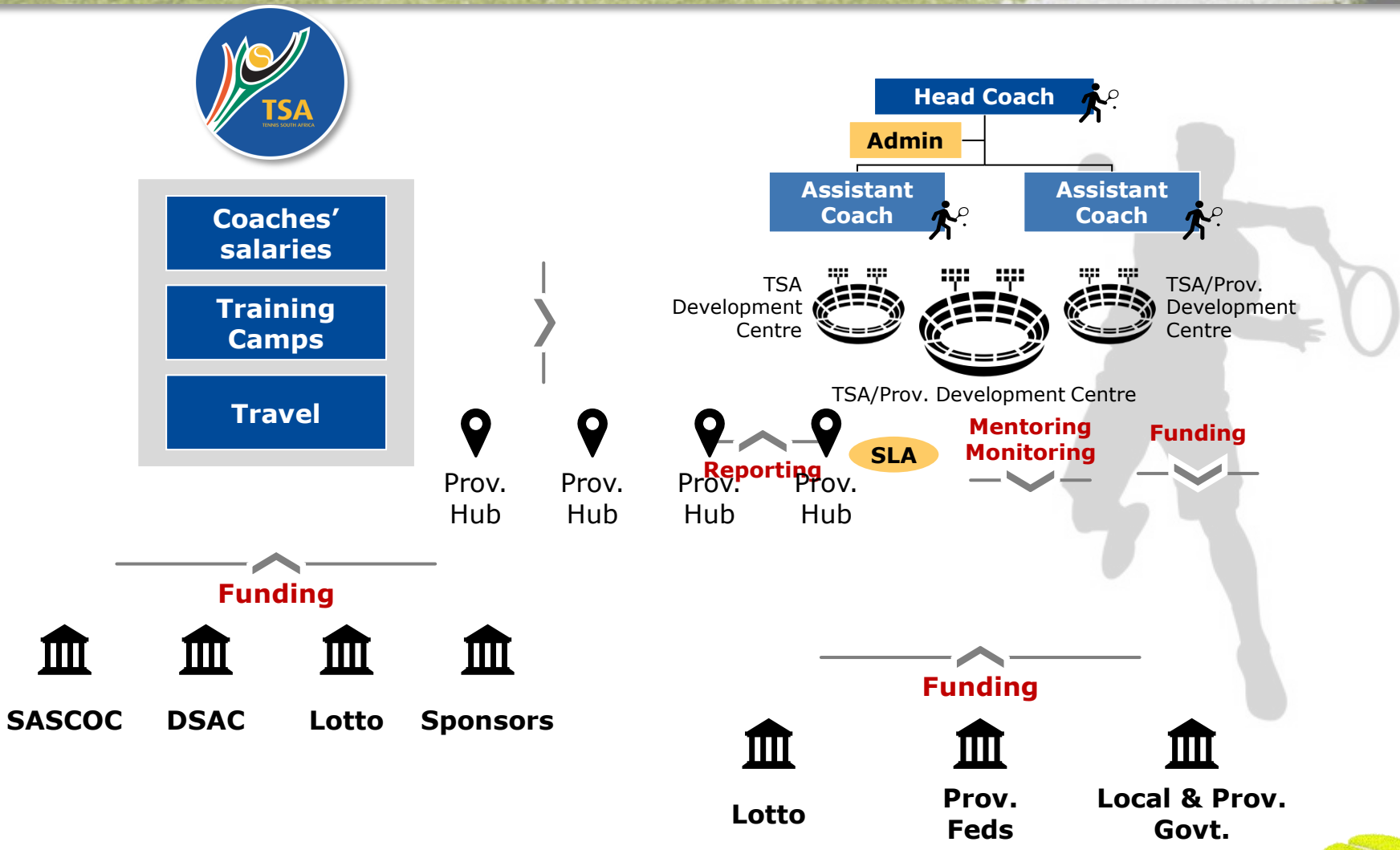
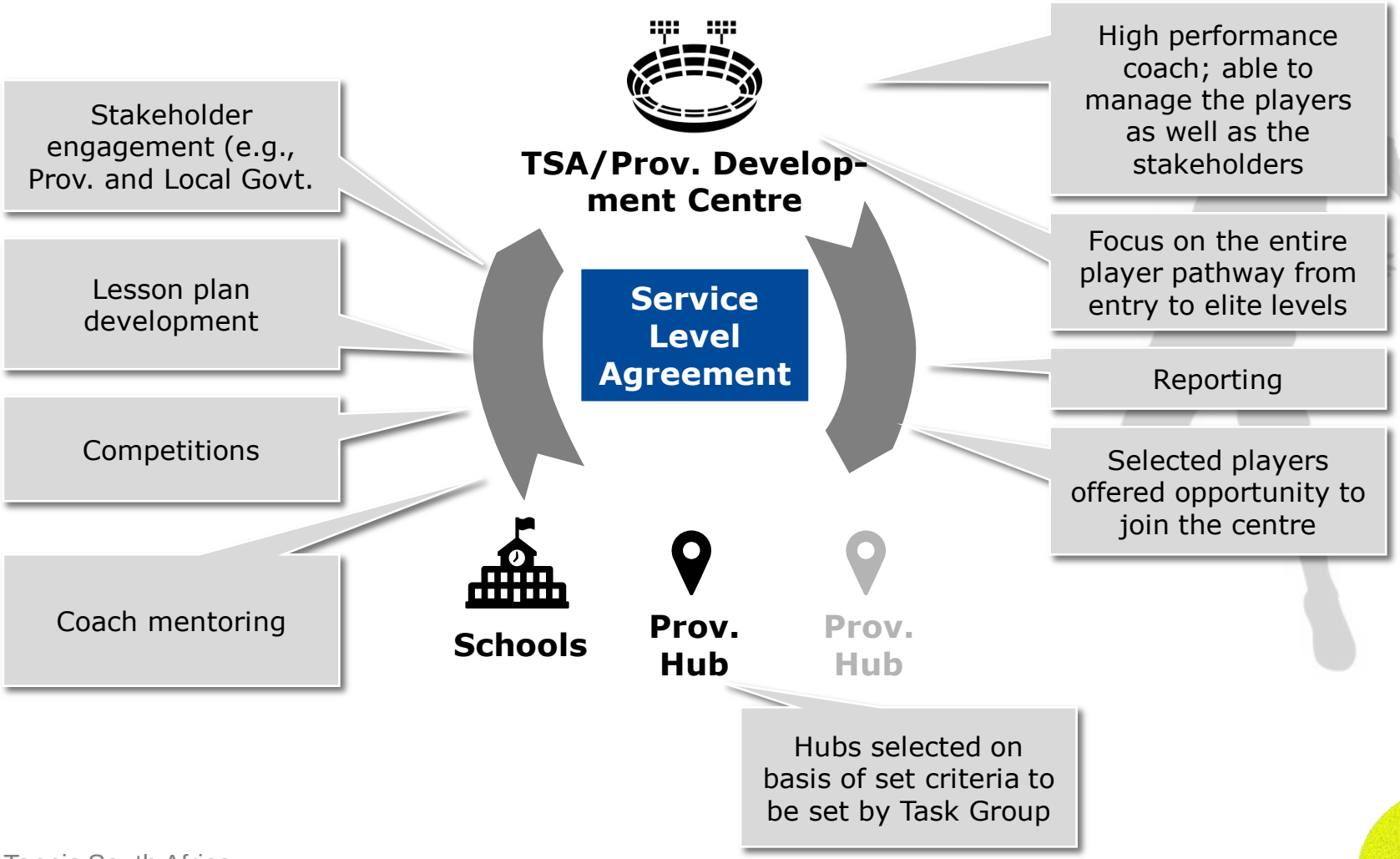


Denotes areas where government Support is available

Development Pathway
On Court



Development Pathway
Tier 1



Development Centre
A Closer Look