



Memorandum

To:	Presidents, Captains, CTO's, Member Services Contact Officers.
From:	Keith Grima OAM, Director of Member Services
CC:	BOM, Club Secretaries
Date:	30 August 2017
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Subject:	Talent Identification

A review of priorities from the SLSS Strategic Plan has resulted in a priority being placed upon identifying 'Talent' within Branch.

Identifying Talent will enable us to plan for succession, provide recognition, design development programmes, aid in retention and engage our future leaders.

The Member Services Committee met recently to discuss ways in which we could identify 'Talent' in our cubs as a first step towards producing strategies to achieve our goals.

Accordingly, I would like to ask all clubs for their assistance in this process by way of allowing the Member Services Committee and our Youth Advisor group to liaise directly with key members of your club with the aim of;

- identifying Talent
- identifying gaps in succession planning
- improving member recognition
- designing development programmes to fill gaps in succession planning
- developing strategies for improved retention

The members we wish to communicate with are Patrol Captains, Identified high achievers (major award winners, members with advanced awards, trainers), club *Member Services officers, CTOs and Club Captains.

My target is a 'Talent Pool' drawn from each club, proportional to membership, of about 5% of active members. This equates to around 220 members across SLSS and after filtering will come down to about 150 members.

The Talent identification process will also be aided by data collected from SurfGuard which will provide a validation check and a filtering mechanism.

To maximise the opportunity to succeed in this project I need your support.

We have set ourselves a very tight schedule for this stage of the project, so that we can plan development programmes for this season.



Can I please ask you to reply to my request by Tuesday 5th September to admin@surflifesavingsydney.com.au

*P.S. I note that many clubs do not have a dedicated Member Services Officer registered in SurfGuard. If your club does not have a Member Services Officer, can you please nominate a member of your club who is responsible for 'Member Services' (Welfare, Member Protection, Grievance, Recognition, Development, Recruitment etc).

Regards

Keith Grima OAM
Director of Member Services
Surf Life Saving Sydney

