



**Purpose:** Making great regattas happen

**Strategic statement:** Karāpiro Rowing Inc. is a strong, sustainable, transparent and professional organisation with good governance, strong financial management and clear priorities.

**Focus on:** Our people

**Our assets**

**Our leaders**

**Our partners**

## Strategic Goal #1

A positive culture resulting in more people enjoying, and returning for, the regatta experience

### What does this look like?

Happy staff, volunteers and participants who keep coming back to have fun.

### How do we achieve this?

- Communicate regularly. Listen to our community to understand what's important, and act on those issues.
- Live our values, and thread health, safety and wellness into everything we do.
- Recruit more volunteers to spread the load, so more people can do a bit less.
- Provide training and team building to build knowledge and confidence.
- Engage with our people and partners to bring everyone with us on our journey.



## Strategic Goal #2

A technology-enabled, innovative, community focused organisation with world class facilities

### What does this look like?

Awesome facilities and cool technology that people know how to use.

### How do we achieve this?

- Install fibre to key areas which will make us world-class in this area.
- Take a fresh look at what we've got to make sure it's up to scratch and it's future-proofed.
- Have a big tidy up and make care and tidiness part of the way we all work.
- Work on long term technology and facilities strategies and handbooks, so we have a clear direction where everything is written down.
- Train our people to get the very best out of our facilities & technology.



## Strategic Goal #3

An excellent understanding of effective governance and operations

### What does this look like?

Everyone knows what to do, and gets on and does it.

### How do we achieve this?

- Restructure and recruit new Board members, who have a clear understanding of good governance and value diverse views.
- Establish two Board sub-committees to look after what we own and what we do.
- Educate our Board using the free SportNZ governance training.
- Get the right people into the right positions, even if we have to employ contractors to do some of the work.
- Empower our people by training them in our standard operating procedures.



## Strategic Goal #4

Strong, sustainable, mutually beneficial partnerships

### What does this look like?

Partners are proud to be involved with us.

### How do we achieve this?

- Deepen our relationships with rowing, canoeing, dragon boating and waka ama National Bodies.
- Develop a cultural engagement strategy to strengthen our ties to our local iwi, our history and our natural environment.
- Work alongside our sponsors to understand where they see long term value.
- Work closely with Mighty River Domain and our community to reduce waste.
- Secure new sponsors who are proud of their association with us and get great value for money.

