

CONSULTANT'S REPORT ON BOARD PULSE WORKSHOP

<p>Name of Organisation: Singapore Table Tennis Association</p> <p>Date of Workshop: 9/4/24</p> <p>Workshop Venue: 3 Stadium Drive, ActiveSG Room, Singapore 397630</p> <p>Participants List: See Annex A</p>	
<p>Report submitted by:</p> <p>Lead Consultant: Peter Seah</p> <p>Co-Consultant: Timothy Tang</p>	<p>Date of submission:</p>

1	<p>Workshop objective</p> <ol style="list-style-type: none"> 1. Recap of STTA BP report 2. Seek Board members' views and involvement in promoting and growing tennis with our current and future generations of players. 3. Raise conversations around Sub-committees and their role in helping to scout members and moving STTA forward.
2	<p><u>Workshop agenda</u></p> <ul style="list-style-type: none"> • Segment I - In what ways has the Board effectively promoted table tennis as a professional sport in Singapore? What areas could the Board do more? What do the Board needs to achieve the tasks? • Segment II - How might we engage our members to be more involved in promoting and growing tennis with our current and future generations of players?
3	<p><u>Key findings</u></p> <p>The session started at 1900hr with an opening address by President STTA.</p> <p>Segment I</p> <p>(1) Board Pulse Report</p> <ol style="list-style-type: none"> a. The Board was briefed on the key results of the Board Pulse report. Based on the Board Pulse report, the Board and Non-Board members' Top 5 strengths and Areas of Improvement differed except for "Finance Management and Compliance" and "Technology and Capital Management" respectively. b. in the areas of Board Composition & Diversity, the Board was suggested to consider other ethnic group as Board member. <p>(2) The Board shared their views (Success) how the Board had effectively promoted table tennis as a professional sport in Singapore, and what areas – Continue, Start - could the Board do more.</p> <ol style="list-style-type: none"> a. Success <ul style="list-style-type: none"> • Youth development through collaboration • Youth Development programs: <ul style="list-style-type: none"> ○ Collaborating with various agency/school to groom younger players ○ Resources to provide professional coach/team ○ Freedom for players by providing effective competition among the players

- Marketing and branding (develop a strong brand identity)
- Partnership & Sponsorship
- Structured training levels for young athletes
- Good external opportunities for interested talents
- Professional league
- Successful pathway development path
- Working with SSP (SWS prog that allows athletes to train & compete with tailor made timetable)
- Incentives & post athlete career planning
- Strong performance consistently in major competitions
- Numerous tournaments in local table tennis circles to promote community participation.
- Robust talent development system for youths
- Regular media releases on National Paddlers
- A system and structure have improved over time, and are suited to our players based on Singapore context
- Table Tennis has produced results based on the above mentioned, as well as due to foreign imported players whom helped to elevate the sports and overall performance
- Strong management and fundings/sponsorship support the growth of our players.
- Effectively promoted:
 - Involved Passionate people serving the board
 - Townhalls at schools
 - Young Talents Meet
- Provide a conducive environment for development of players
- Different academic pathways for players
- Provide opportunities for players to play in professional leagues
- Fund raising to allow our players to take part in more overseas training stints and competitions.
- Engage parents of elite youth paddlers more regularly
- Sharing by National paddlers of their journeys & experiences in fireside chats, with media & on social media.
- Engage retired national players in STTA activities & events or even as Board members.
 - Get them ping pong balls & racket as toy.
 - Get them to watch ping pong game of young & world class players.
 - Encourage them to start young even from age of 3 onwards.
 - Bring them to the Table Tennis environment when young.
 - Doing clinics & roadshows to promote the sport.
 - Collaborate with different associations for joint training stints.
 - Build a pool of sparring partners.
 - Provide a daily training environment (DTE) for our players to train with sports medicine & sports science.
- We have a system to groom young table tennis from primary 1 to national team via
 - Tzone centres
 - Junior development training square
 - National Training square
 - Intermediate National team square
 - National team
 - Identify younger “players”.
 - Provide training (overseas) for them.

- We have ensured that tournaments organised are inclusive and spread throughout the year.
 - There are clear developmental pathways for youth athletes
 - Be bold. Expose our youths to higher level training overseas for a sustained period of time.
 - Be open to taking risks -> send our kids early for exposure, provide support wholeheartedly.
 - Dedicated pathway for athletes to grow- JTC, JDS, YTS, IS, NT
 - Conducive training environment for players to grow.
 - Provision of local tournaments for players to spar with each other.
 - Constant exposure of high-level competition for the players
 - Engaging professional coach to train the younger generations to be professional players
 - Nurturing the young and creating a pathway for advancing the younger generation with opportunities to shine at competition.
 - Conducting professional courses like coaching and empowering available to public enrolment
 - Organising competition between members to participate to promote table tennis
- b. Continue**
- Professional coach & training system to groom & develop players from young
 - Roadshows, clinics & social media to promote the sport
 - Passionate Board (Fund raising etc.)
 - Vibrant Competition calendar to provide opportunity to compete
 - Good exposure opportunity for interested young talent
 - Partnership with SSP
 - Successful pathway development pathway
 - Structured training levels (Zone centre, JDS, YDS, SWS)
 - Maintain strong management support and obtain fundings/sponsorship to support the growth of our players
- c. Start**
- Raise more resources through sponsorship & donation.
 - Youth development program through collaboration with agencies/school to groom young players.
 - Systematic, developmental pathways clear (parents can see the end in mind)
 - Inter-full member tournament.
 - Structure training.
 - Management of development (parents)
 - Early starters VS Late bloomers (Identifying young talents)
 - Parents & Career pathways.
 - “Gifted program”.
 - Coaches who can give the right coaching at the right moment.
 - Focus on the talents.
 - Playing foreign league.
 - Smaller coaching ratio.
 - “Opportunities to our young players-affected by studies”.
 - Revenue VS narrow down on few talents.
 - Sparring partner.
 - Rethink about the JDS, sports school.

Segment II

	<p>(3) Key Areas For the Board to focus in promoting and growing table tennis. In this segment, the Board had identified 3 key areas to help get members to be more involved in promoting and growing table tennis with our current and future generations of players:</p> <ul style="list-style-type: none"> a. Finance/ Capital Development - How can we raise more money? b. Development of talents/ high-potential players - What else we need to do (to fine tune, adjust, or even change) in the current way of developing our players to the next level of achievements? c. Retention of talents/ high-potential players - How can we help to retain our players? <p>(4) Actions Needed. The key ideas/ suggestions, and accompanying actions needed are summarised in Annex B. These collective views would be further deliberated in the near future/ next Board meeting.</p>
4	<p>Conclusion</p> <ul style="list-style-type: none"> ● President STTA Board thanked you the Board and facilitators in generating a useful list of ideas and views in promoting and growing table tennis. She mentioned that this list would be further deliberated for implementation in the coming months. ● The session adjourned at 2200hr.

ANNEX A: LIST OF BOARD MEMBERS PRESENT

S/No	NAME	DESIGNATION
1	Ms Poh Li Shan	President
2	Mr Soon Min Sin, PBM	Deputy President
3	Dr Kan Yaw Kiong @ Ernest, JP, BBM	Vice President
4	Mr Wong Yuan Jun, Eldwin, PBM	Vice President
5	Mr Ho Kok Khun, PBM	Hon. Secretary
6	Mr Goh Miao Guang	Hon. Asst. Secretary
7	Mr Lee Yew Chye Jeffrey	Hon. Treasurer
8	Mr Toh Ern Chong	Hon. Asst. Treasurer
9	Mr Joseph Lau Pub Taai, PBS, BBM	MC Member
10	Mr Pang Tow Chai, Richard	MC Member
11	Mr Tang Mun Fai	MC Member
12	Mr Tan Kian Hong	MC Member
13	Ms Wong Hui Leng	CEO
14	Mr Loy Soo Han	Technical Director
15	Mr Eddy Tay	Snr High Performance Mgr
16	Ms Joanne Lee	Finance & Corp Svcs Mgr
17	Mr Chew Keet Hou	High Participation Mgr
18	Mr Daniel Tay	MACROM Mgr
19	Ms Amy Yeo	High Performance Mgr

**Annex B : Summary of Top 5 Strengths and Areas of Improvement
based on STTA Board Pulse Report**

	Top 5 Strengths	Top 5 Improvement areas
Board only	<ul style="list-style-type: none"> •Compliance (3.47) •Performance and Quality Management (3.2) •Financial Management (3.07) •Risk Management (3.07) •Resource Management (3.07) 	<ul style="list-style-type: none"> •Technology (2.53) •Capital Development (2.67) •Change Management (2.73) •Communications and Public Relations (2.73) •Legal (2.8)
Non-board only	<ul style="list-style-type: none"> •Compliance (3.75) •Legal (3.67) •Ethics/ Policies (3.67) •Financial Management (3.58) •Government Relations/ Political Acumen (3.5) 	<ul style="list-style-type: none"> •Technology (2.42) •Volunteer Management (2.92) •Human Resource/ Talent Management (3.08) •Programme Content Expertise (3.17) •Capital Development (3.17)



Building the Leadership Capacity of Singapore Table Tennis Association

BoardPulse Survey Report February 2024

