

BUILDING SUCCESS IN THE FUTURE - BUSINESS PLAN FOR THE DEVELOPMENT OF THE SPORT OF WRESTLING: 2013 TO 2016

Zygouri Stavroula, Kozompoli Stavroula

- Department of Physical Education & Sport Sciences, University of Athens
- Postgraduate M.A. in Public Management, Department of Economics, University of Peloponnese

- Department of Economics, Athens University of Economics and Business
- Postgraduate M.A. in Public Management, Department of Economics, University of Peloponnese

Abstract

Our country needs a long-term business plan which must be aimed at addressing the particular circumstances that exist around and inside Greece, in order to follow the international guidelines for modernizing wrestling. According this frame we created up this strategic plan for the Greek Wrestling Federation using financial and qualitative data drawn from the archives of the federation.

Purpose of this study

The primary purpose of this study was to provide a tool that focuses on the current situation which can be used in making rational decisions on the allocation of resources within the Federation. That can be done on both the examined period (2013 - 2016) and on an annual basis. Furthermore, we aim to offer to the administrative agents of the central government, significant knowledge and information on the national importance of wrestling, the Federation, the goals and directions of it, aiming to their help and support to create relevant sports policy.

Methods

For first time, have been used economic methods - analytical, synthetic and comparative - to rework the Greek data in the sport of wrestling. More specifically, we used SWOT analysis, which is a very useful tool for sports organizations, on the bounding of the existing situation (Moosavi S. J., Habibian M., Safania Al. M., 2012). (Figure 1)

Then, what is found is taken into account with the vision the values and the mission of the Agency (GWF for here). With this information was formed the business plan that will ensure the official executive agency of wrestling in Greece, the ability to consolidate wrestling in modern sports. With this procedure will be possible to exploit and enhance the strengths and address the harmful factors for optimize the internal environment of the Agency. At the same time, care is taken for both rational exploitation of the presented opportunities and the early deal with the risks comes from the external environment (Goudarzi M. & Honari H. 2009).

But the swot analysis is really useful when compared with data from antagonistic sports. However, in Greece there are no comparable data on such sports. So, was deemed appropriate to supplement this analysis with comparative examination of all options of the strategic areas which result from it, by the method of "classification" or "grading of strategic options" (Κωνσταντόπουλος N. 2011). (Figure 2)



(Figure 1)

ΑΞΙΟΛΟΓΗΣΗ ΣΤΡΑΤΗΓΙΚΩΝ ΕΠΙΛΟΓΩΝ									
ΣΤΡΑΤΗΓΙΚΕΣ ΕΠΙΛΟΓΕΣ	ΒΑΣΙΚΟΙ ΣΤΡΑΤΗΓΙΚΟΙ ΤΟΜΕΙΣ								
	ΟΙΚΟΝΟΜΙΚΑ	ΔΙΟΙΚΗΤΙΚΑ	ΟΡΓΑΝΩΤΙΚΑ	ΕΠΙΧΕΙΡΗΣΙΑΚΑ	ΑΝΑΠΤΥΞΗ	ΕΠΙΔΟΣΗ	ΑΝΑΦΥΞΗ	ΠΡΟΠΟΝΗΤΗΣ	ΤΑΞΙΝΟΜΗΣΗ
1. Καμία ενέργεια	x	x	x	x	x	x	x	x	Γ
2. Διάδοση εθνικής σημασίας της πάλης	x	✓	?	✓	✓	✓	✓	?	Α
3. Εισαγωγή στην εκπαίδευση	?	?	?	✓	✓	✓	✓	✓	Α
4. Γεωστратегία & επικοινωνία	?	?	?	✓	✓	✓	✓	✓	Α
5. Ενίσχυση Εθνικών Ομάδων - Έλεγχος & αξιολόγηση προσηλητικού έργου	x	✓	?	✓	✓	?	✓	✓	Α
6. Αναψυχή & δια βίου άθληση	?	✓	✓	✓	✓	?	?	✓	Α
7. Οργανωτική αναδιάρθρωση	✓	✓	✓	✓	✓	✓	✓	✓	Α
8. Ανάπτυξη	?	✓	?	?	✓	✓	✓	✓	Α
9. Συνεργασίες	✓	?	✓	?	✓	✓	?	✓	Α

✓ = Ευνοϊκό x = Δυσμενές ? = αβέβαιο ή μη ουσιώδες Α = πλέον κατάλληλο Β = πιθανόν Γ = Ακατάλληλο

(Figure 2)

Results

We have developed a business plan with exact, measurable, attainable, realistic and timely parameters, dealing with a range of issues such as: integration of sport in education, restriction of competition, gender equality, openness and communication, observation and evaluation of the training project, organizational and administrative restructuring, found inflow and capital management.

To increase interest in all areas surrounding the amateur wrestling in Greece, it is necessary to emphasize both in causing of interest for prestige through involvement in wrestling and in creating and providing opportunities for participation.

More specifically, we note the following eight key strategic directions: 1) national importance of wrestling, 2) introduction to education, 3) openness 4) enhancing National teams, 5) recreation and lifelong athletics, 6) organizational restructuring, 7) development and 8) collaborations. The Federation must adapt all areas of action on these key directions. Given that each strategic direction may require the involvement of several areas of action to materialize we note the next (Κυπαρισσίδης Κ. 2006):

- the organizational sector requires restructuring on both the economic and the administrative part. Primarily need to increase revenue and broaden their sources. Also, the leadership needs to apply operational plans, policies of openness and communication (such as creating management and promotion services sectors), to form partnerships and collaborations, to have the will to control and be checked, to do so at the training sector and the staff, to update and to practice succession (Καινοτομικά Αναπτυξιακά Συστήματα ΕΠΕ, 2007-2013). Moreover we observe that the Board, although has not lack vision, mission and values, at the same time hasn't a treated and specific operational planning. As a result, is unable to coordinate its actions in both directions must have (manage permanent and occasional situations).
- on the sports sector, participation must be expansion in all groups with emphasis on developing the sport among women. In this context, the supportive structures must be reorganized; new structures must be created in order to hold the human resources, to promote wrestling and to create programs which will address the total of each community ("openness"). Must not be left unused, that wrestling includes qualities and characteristics which offering the opportunity to be developed in terms of leisure, lifelong activity and the growth of individual skills into socially.
- from the highly competitive sector, the aim is to have more wrestlers in the Olympic Games in 2016 than in 2012. Actions to this direction are: establishment of sports awards and incentives, emphasis on women's wrestling, promoting athletic recognition programs, development of high performance sport and regional development.
- the coaching sector needs an "athlete-centered" character. We observe that athletes in developmental age reduced which in the long term weakens the National teams and leads to

shrinkage the sport. It's recommended to increase the number of coaches at all levels in order to improve the level of service to athletes. Under this perspective, besides motivation for professional development, must be establish a fixed system of coaches' further training and inspection (classified and certified). We also observe that although exist general control bodies, is not existing any official control or registration arrangements of the training procedure and its results (Internal Technical Regulation, Articles: 3,4,5,7, Greek Wrestling Federation). To this direction, it is necessary to create a national wrestling development plan that will include talent detection program, official list of coaches' duties and mentoring procedures.

Especially for the introduction of wrestling in the education system we note the following: Wrestling brings together a team of dynamic features that makes it ideal sport to develop within the school environment. (British Columbia Wrestling Association, 2009, Strategic Planning Manitoba Amateur Wrestling Association 2012).The obstacle that primarily prevent the exploitation of this opportunity is the lack of expertise in wrestling, from the side of physical education teachers who do the gym classes at all levels of education. Secondly, the process of further training of coaches and physical education teachers, through organizing coaches schools does not have the potential to assist in solving the problem (mainly because it is seldom and downgrade). It is very important to take action for upgrade wrestling from selected course to basic on the Greek Physical Education Schools schedules. Επικουρικά, η συχνότερη σύσταση σχολών προπονητών θα είχε θετική συμβολή.

Finally, we created an exemplary development program (by age category, target and coaching direction), the implementation of which we recommend.

Estimated incomes and costs

Becomes clear that to achieve the goals and fulfill the purposes the project is required expected revenue be increase by an average of 5% per year in all codes και 10% per four years on the specific codes associated with the Olympic preparation (Figure 3). This need stems mainly from inflexible obligation for pay off the excessive debt accumulation of previous years (Budget Request of Greek Wrestling Federation 2013, code: KA 0281) (Figure 4)

0100 - Ι. ΕΣΟΔΑ (€)		(2013 - 2016)			
Κ.Α.	ΚΑΤΗΓΟΡΙΑΣΙΑ	ΑΠΗΡΑ ΟΡΘΟΣΠΟΝΔΙΑΣ ΓΙΑ ΠΡΟΤΙΘΑΟΓΕΣΣΜΟ ΕΤΟΥΣ 2013	ΑΠΗΡΑ ΟΡΘΟΣΠΟΝΔΙΑΣ ΓΙΑ ΠΡΟΤΙΘΑΟΓΕΣΣΜΟ ΕΤΟΥΣ 2014	ΑΠΗΡΑ ΟΡΘΟΣΠΟΝΔΙΑΣ ΓΙΑ ΠΡΟΤΙΘΑΟΓΕΣΣΜΟ ΕΤΟΥΣ 2015	ΑΠΗΡΑ ΟΡΘΟΣΠΟΝΔΙΑΣ ΓΙΑ ΠΡΟΤΙΘΑΟΓΕΣΣΜΟ ΕΤΟΥΣ 2016
0103	Εσοδα από επιη/σας Γ.Γ.Α.	2.269.500,00	1.895.700,00	1.902.000,00	2.007.000,00
0104	Εσοδα από επιη/σας Ε.Ο.Ε.		50.000,00	60.000,00	70.000,00
0107	Εσοδα από τέκους καθόλου	500,00	0	0	0
0108	Εσοδα ουνδρομίων μελών	1.000,00	1.000,00	2.000,00	2.000,00
0109	Εσοδα από το Ν. 2725/99 ή από το Καταστατικό		1.000,00	1.000,00	1.000,00
0110	Εσοδα από έκτατες επιχειρηγήςσας Γ.Γ.Α.				
0115	Ταμειοκό υπόλοιο 31/12/2013				
0116	Αναπόσας				
ΣΥΜΟΛΑ:		2.271.000,00	1.947.700,00	1.965.000,00	2.087.000,00

(Figure 3)

0200 - ΙΙ. ΕΣΟΔΑ (€)		(2013 - 2016)			
Κ.Α.	ΚΑΤΗΓΟΡΙΑΣΙΑ	ΑΠΗΡΑ ΟΡΘΟΣΠΟΝΔΙΑΣ ΓΙΑ ΠΡΟΤΙΘΑΟΓΕΣΣΜΟ ΕΤΟΥΣ 2013	ΑΠΗΡΑ ΟΡΘΟΣΠΟΝΔΙΑΣ ΓΙΑ ΠΡΟΤΙΘΑΟΓΕΣΣΜΟ ΕΤΟΥΣ 2014	ΑΠΗΡΑ ΟΡΘΟΣΠΟΝΔΙΑΣ ΓΙΑ ΠΡΟΤΙΘΑΟΓΕΣΣΜΟ ΕΤΟΥΣ 2015	ΑΠΗΡΑ ΟΡΘΟΣΠΟΝΔΙΑΣ ΓΙΑ ΠΡΟΤΙΘΑΟΓΕΣΣΜΟ ΕΤΟΥΣ 2016
0210	Α. ΣΥΜΟΛΟ ΔΟΒΗΤΙΚΟΝ ΔΑΠΑΝΟΝ	470.000,00	439.200,00	420.000,00	400.000,00
0230	Β. ΣΥΜΟΛΟ ΛΕΙΤΟΥΡΓΙΚΟΝ ΔΑΠΑΝΟΝ	182.000,00	178.500,00	175.000,00	170.000,00
0250	Γ. ΣΥΜΟΛΟ ΔΑΠΑΝΟΝ ΕΚΟΙΚΟΝ ΟΜΑΔΟΝ	697.000,00	760.000,00	820.000,00	920.000,00
0270	Δ. ΣΥΜΟΛΟ ΔΑΠΑΝΟΝ ΑΝΑΠΤΥΞΗΣ	422.000,00	505.000,00	550.000,00	590.000,00
0281	Ε. ΣΥΜΟΛΟ ΔΑΠΑΝΟΝ ΠΑΡΕΛΟΓΥΣΟΝ ΧΡΗΣΕΟΝ	500.000,00	65.000,00	0,00	0,00
ΓΕΜΕΟ ΣΥΜΟΛΟ:		2.271.000,00	1.947.700,00	1.965.000,00	2.088.000,00

(Figure 4)

Consultation – Afterwards

As resulted from the analysis the internal environment of the body develops more dynamic than the external environment which however has negative direction (weaknesses fairly supersede the strengths). This is not particularly unnerving because the internal environment is considered more controllable through actions from the body itself - such as the recommended plan - than the outside environment. In any case, it is absolutely necessary, the administrations of wrestling to do all they can to reverse in favor of the sport this dangerous situation without delay. Moreover, the acts of today foreshadow the future.

Key pillar of the whole effort becoming the formation of long term business development plan that will define the framework and will prioritize the individual actions Although adherence to similar projects is often difficult for a sports organization because it requires a lot of dedication and commitment to change, the Greek Wrestling Federation has to respond to this challenge by modernizing the sport and ensuring that it remains current for the general public and for the upcoming years. This planning will bring out the dynamics of wrestling in the sports scene and will provide the Greek Federation of Wrestling (GWF), the ability to consolidate Olympic Wrestling in the modern sports environment. Would provide an opportunity to "build success in the future"

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