

Welcome to the 2018 Annual Conference

Agenda



Annual Conference 11am-1pm

1. Welcome to the Annual Conference
2. IRP Presentation
3. Questions
4. Annual Review & Questions

Lunch 1pm – 1.30pm (subject to change)

5. AGM & Honours Presentations

Please remember to register for your voting cards!



GOVERNANCE & STRUCTURE REVIEW

Phil Ashleigh, Neil Hurford & Shaun Parsley



Purpose of Presentation



- Explain why we had a governance review
- How the process worked
- Summarise the key findings and recommendations
- Outcome of Roadshows
- Discuss the findings and seek your views



What do we mean by Governance?

- How an organisation makes decisions
- Not the specific decisions themselves
- But how decisions are made
- Appointing the best people to do the job
- Tensions between “democracy” and “expertise”
- Different balance for different purposes
- No magic formula



Decision-making Structures in TTE

- The Board
- TTE Staff
- National Council
- Counties & Local Leagues
- Clubs
- The wider membership (players)



Why did we have a Governance Review

- SE Code of Governance compliance required to continue receiving funding
- Proposals by the TTE Board had strong support - but not enough to amend the Articles of Association
- Both sides agreed a compromise relating to a Governance Review. Changes then agreed
- The Governance Review to be a fresh-look at the Governance arrangements of TTE led by an external, independent Chair
- Phase 1 of the review would review decision-making structures
- Phase 2 would consider implementation issues

Governance Review – A Great Opportunity

- Get governance arrangements right
- No arbitrary deadline
- No threat to funding
- Ensure buy-in to changes
- Implications fully thought through
- As soon as possible
- But as long as it takes



Members of the Independent Review Panel

Independent Members

Marc Mazzucco – RSM, Chair

Jonathan Hall – Sports Governance Consultant

Karl George – Governance Consultant



Table Tennis Members

Neil Hurford, Oxfordshire (player & National Councillor)

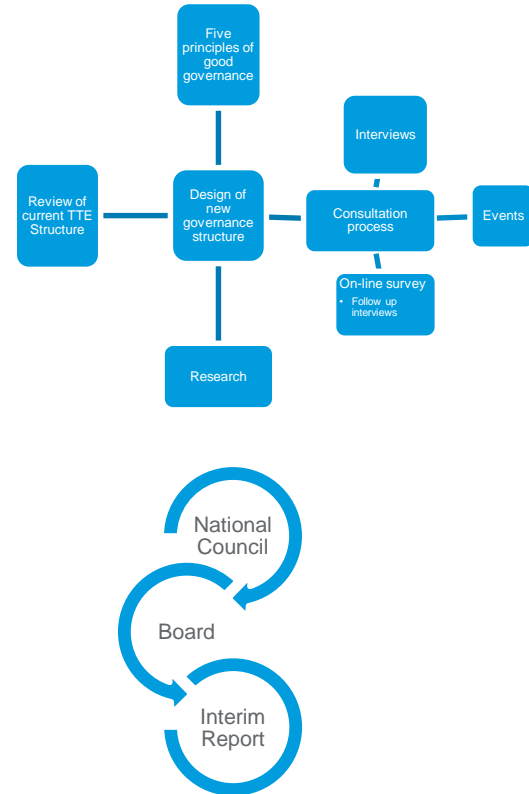
Phil Ashleigh, Essex (coach & National Councillor)

Shaun Parsley, Norfolk (player & competition organiser)



IRP – Work Process

- Questionnaire sent to all members
- Direct engagement with senior figures
- Follow up interviews
- Review of governance in other NGBs
- Workshop to develop ideas & recommendations
- Road-testing with National Council & TTE Board
- Incorporation of changes
- Report distributed via TTE website
- Roadshows around the Country



Key Findings



- **TTE Board** – current role as ultimate decision-making body was seen as appropriate.
- **Management and Staff** – some reports of unresponsiveness
- **National Council** – seen as too adversarial and not providing high quality advice to the Board.
- **Counties and Regions** – sometimes they work sometimes they don't. Regions not understood
- **Voting** – Company Member structure and voting arrangements are too complex
- **Member Engagement** – widely perceived as poor both by Board, National Council & Regions
- **Other issues:** Many non-governance related issues such as how competitions are run

We did not find an off-the-shelf model from other sports NGBs that we considered suitable to be adopted for table tennis

Key Recommendation – Members Advisory Group

- The Board needs expert advice across a broad spectrum of issues
- We considered three options
- This role is not being filled by National Council
- We are recommending a new body
- The working title of this new body is “Members Advisory Group” (MAG)
- It will be “skills” based rather than “geographically” based
- MAG will have a clearly defined role to interface effectively with the Board

Role of the MAG

- Provide the Board with expert advice across a broad spectrum of issues
- Promote and uphold the shared values of Table Tennis with the Board
- Key strategic and operational issues
- To communicate with the Board through MAG meetings
- Appoint up to two representatives to sit on the Nominations Committee
- To provide members with information on any relevant matter
- Work with the Board as ambassadors in promoting TTE strategy
- Issue an Annual Review to the full membership

MAG – Supported by Specialist Sub-Groups



Examples for illustration purposes.



Actual sub-groups, their remit and purpose to be determined during Phase two.

Elected Chair



- Concern over no longer having a directly-elected chair.
- We are in no doubt that a directly elected Chair is not compatible with Sport England Code
- More importantly, we do not think a directly-elected chair represents good governance
- Better to have an open, transparent recruitment process against a defined skill set
- Get the best person to do the job



Other matters



- **Role of the TTE Board** – should continue as the ultimate decision-making body of TTE.
- **Composition of Board** – there is a satisfactory balance of elected, appointed and independent members
- **AGM** – should be made more effective by clearer definition of role
- **Voting** – should move towards OMOV for Director Elections to strengthen voice of membership.
- **Company Members** – should be more streamlined, eg by limiting to county representatives
- **Regions** – Role not clear. No need for an increased role in Governance.
- **Clubs** – should be represented through a MAG sub-group to give stronger voice to clubs
- **Affiliation Fees** – should be set by the Board after consultation and within an agreed framework.

Governance Roadshows - Where



- South West (Exeter)
- South East (Maidstone)
- London (Marylebone)
- North West (Accrington)
- North (Wetherby)
- East Midland (Draycott)
- East (Bury St Edmonds)
- Midland (Milton Keynes)
- North East (Durham) – to be arranged

Governance Roadshows - Outcome



- Broad support for conclusions of Report
- The concept of MAG welcomed
- But how to implement?
- Sub-groups very important
- Agree that Company Membership should be simplified
- But did not support limiting to county representatives
- The limitations of National Council were acknowledged
- Clubs should have a greater voice – but how?

More generally, all welcomed the Roadshows as an excellent vehicle for engagement between Board, Senior Staff and key movers & shakers at local level

Next Phase



Phase 2, some thoughts as to coverage:

- The right sub groups of MAG
- The process of appointing and setting up MAG sub groups
- Voting considerations – in more detail
- Roles of counties and Regions
- The role of clubs
- Role of Board and focus

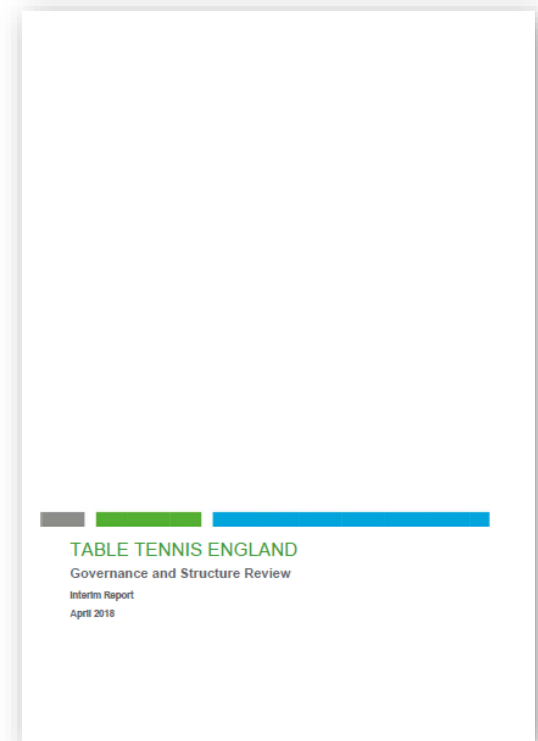
Actions Since Publication of the Interim Report



- 7 June – Interim report discussed at Board meeting
- Post 7 June – IRP Roadshows
- 3 July – Board issues response to IRP Report
- 7 July Annual conference – IRP Presentation and Q&A

The IRP Final Report is available on TTE website at:

<https://tabletennisengland.co.uk/our-sport/governance/governance-review/>



Governance & Structure Review



Any Questions?

Annual Review



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CHAIRMAN'S REPORT

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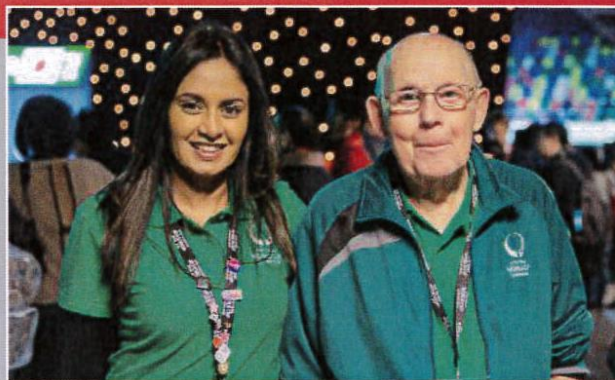
CHIEF EXECUTIVE'S REPORT

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PARTICIPATION AND PLACES

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PEOPLE

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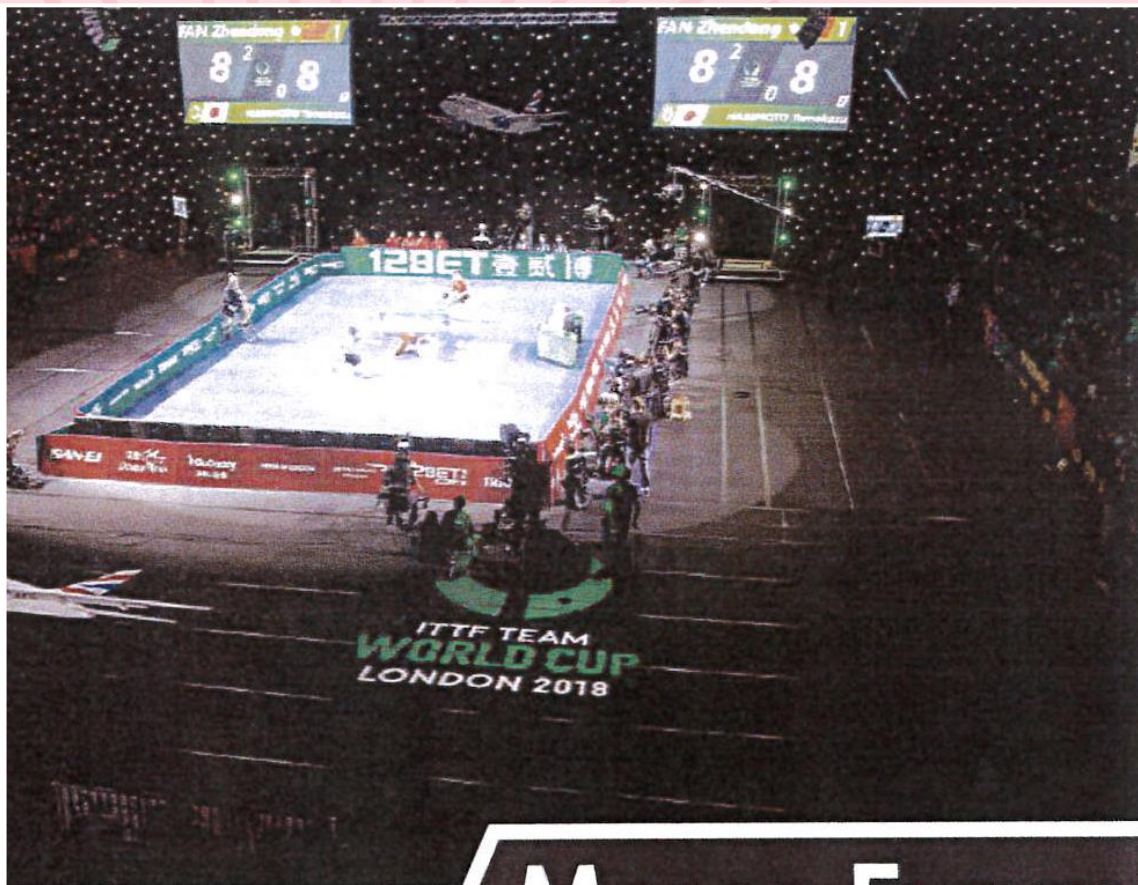
PROFILE

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PERFORMANCE

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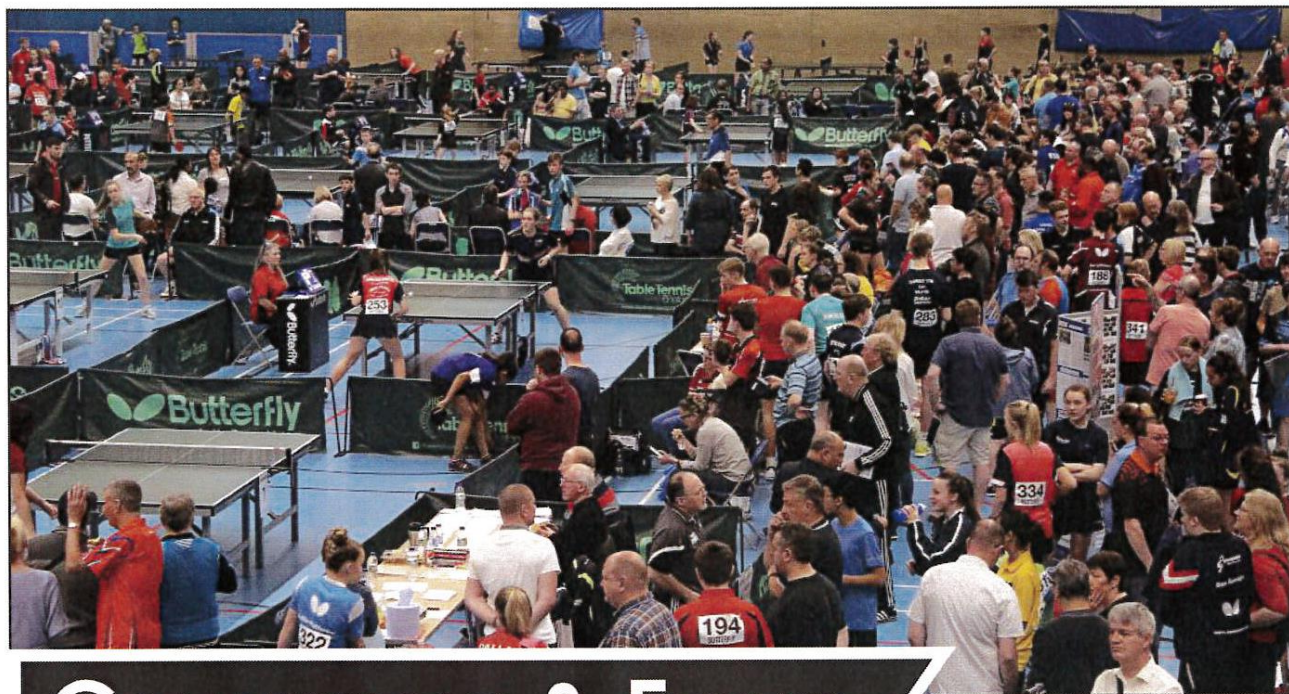
MAJOR EVENTS

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NOTABLE ACHIEVEMENTS

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COMPETITIONS & EVENTS

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AWARDS AND THANKS

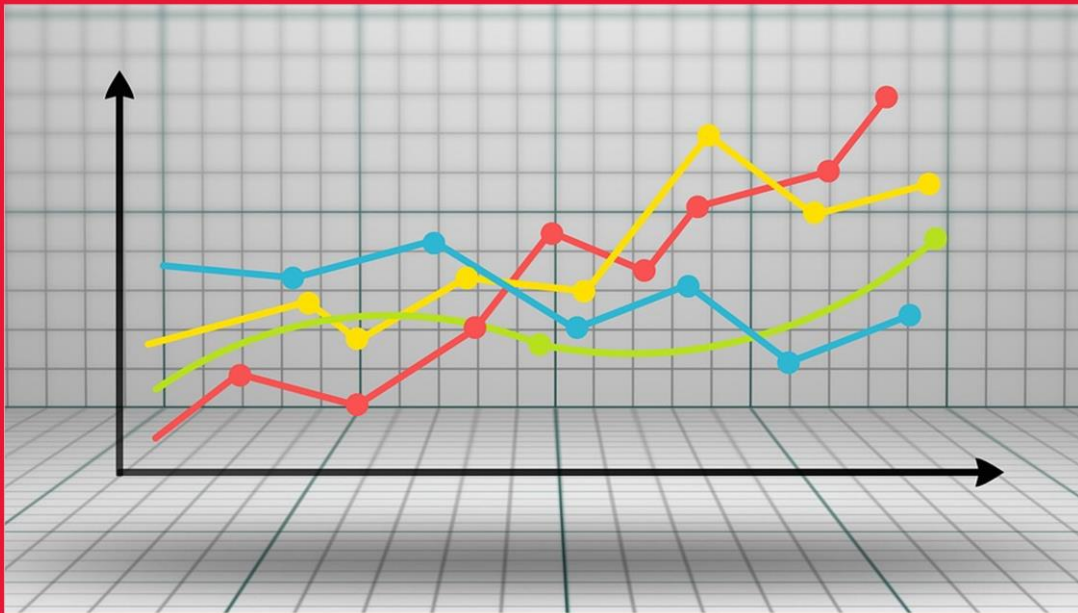
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WHO'S WHO (as at 31.03.18)

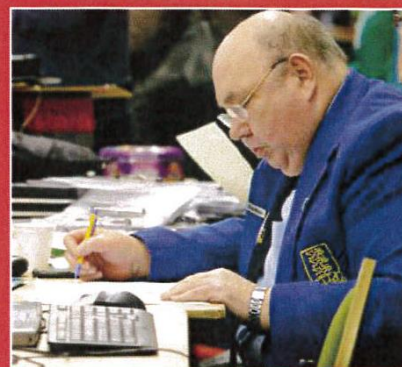
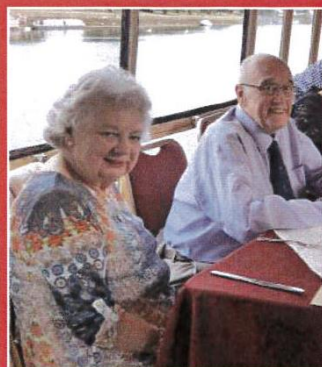


Annual Review



FINANCIAL REPORTS

Annual Review



From left: Jack Melnick; Tony Chatwin and Doug Young; Tony Chatwin with his wife Pat at a 100 Club dinner; Steve Welch

IN MEMORIAM