

Developing a Club Plan

From humble beginnings in the late nineties when a group of dads decided to form a Club for their children to play, Yarrambat CC has grown to now field 6 senior and 5 junior teams.

This phenomenal sustained growth is in part attributed to the writing of a Club Plan before the start of each season.

The key to the Plan's success is its simplicity.

The operations of the Club are listed and then divided into 10 sections with a different person being responsible for each section.

The sections include: Cricket, Community, Financial, Player Development and Clubrooms. With the sections agreed upon, a number of goals are developed under each section.

Factors contributing to the effectiveness of the simple Yarrambat CC Plan include:

- **Empowerment** – Delegating responsibility to Club members for certain Club goals results in providing people with a feeling that they are making a valuable contribution. This results in an increase in Club loyalty.
- **Direction** – Providing direction for a group of people means that all efforts made by individuals directly assist the achievement of the Club's goals.
- **Organisation** – Throughout the Club it is known who is responsible for each area, meaning there is no confusion or doubling up of tasks.
- **“Too many jobs, not enough people” syndrome** - Isn't a factor as people are only responsible for their own areas. Each person can select their area of interest meaning they don't have to worry about the entire list of tasks across the whole Club.
- **Succession Planning** – With the process of the Club Plan in place, working knowledge of the Club is easily transferred. This results in continuous progress even through periods of change in personnel.