



VISION PRINCIPLES
OneTeam | ResetBuildExcel

Reset, Build, Excel – an ambitious vision for Scottish Hockey

Across the Scottish Hockey landscape we are fortunate to have an extremely enthusiastic and passionate membership that have high expectations of what can be achieved for our sport.

Our vision needs to include ambitions to reflect our community. We intend on creating a strategy that underpins this vision, and consultation with our members and key-stakeholders for this exciting and ambitious strategy will start this April. Only as **One Team** can everyone across the Scottish hockey landscape come together and achieve our ambitious plans.

Reset, Build & Excel is our 3-stage approach to achieving our vision of being a professional, commercially sustainable, visible, diverse and world class governing body over a ten-year period. We have significant ambitions to be a governing body that sets the standards for others and one that has an impact on and off the pitch.

We want to **Excel** in equality, inclusion, welfare, participation, performance, and commercial success.

We do not want to be left behind by other sports and want to be at the forefront of modern technology, modern sports governance and creating a sport that appeals to all.



Reset Phase

The **Reset** phase of this vision is critical to the success of our vision. It is essential we take the time to get solid foundations in place if we are to create a professional infrastructure that can deliver our vision and strategic plan.

This process is already underway with implementation of the recommendations of the member engagement project from last year and a governance **Reset** at board level.

This phase will continue throughout the rest of the year with focus on organisational culture change, wellbeing and welfare, getting the right people in the right places and doing the basics better.





Build Phase

The **Build** phase starts in 2023 onwards when our strategy is finalised and starts to be implemented. This phase, which spans over 2-3 years, allows us to **Build** on previous success but also improve on the things we have not done so well in the past.

Our strategy takes the foundations from the **Reset** phase and starts to transform strategic objectives into results that we can see. In this phase we will cement our relationships with all involved in hockey to create a culture of **One Team** that can help us **Excel** in achieving new levels of success as a governing body in the future.



Excel Phase

This is the phase in which we benefit from the thorough work done in the **Reset** and **Build** phases. Through a **One Team** culture we are realising our ambitious vision of becoming a world class governing body that sees us take hockey to levels never achieved before.

We will **Excel** in everything we do.