



**Paralympic Council of  
MALAYSIA**

# **STRATEGIC PLAN**

## **2022 - 2026**

# **KEY RESULT AREAS**

# **Key Result Areas**

- 1. Drive Paralympic Movement – Along IPC Initiatives**
- 2. Consolidate PCM – Structure + Admin**
- 3. NSA Empowerment – Good Governance**
- 4. Stakeholder Relationship – Close Communication**
- 5. Sustainability – Financial + Image**
- 6. Maximise Involvement – Paralympic Sports & Events**
- 7. Human Capital Development – Para Sports Community**
- 8. Athletes' Development – Before / During / After**

# Drive Paralympic Movement

1. **Improve Communication Systems**
  - ✓ **Social Media & Website**
2. **Keep Sports Safe Smart Secure**
  - ✓ **Sexual Harassment Pledge**
3. **Implement Classification System**
  - ✓ **Develop National System / Train Classifiers**
4. **Athlete Participation & Representation**
  - ✓ **Increase Pool / Performance Based Incentives**
5. **Gender Balance**
  - ✓ **Athletes / Officials / Meet IPC Requirements**

# Consolidate PCM

1. **Constitutional Reviews**
  - ✓ **Realign To Meet National & International Compliances**
2. **Structural Development**
  - ✓ **Right Sizing Department & Personnel**
3. **Financial Stability**
  - ✓ **Sponsorship & Rakan Sukan Para**
4. **Human Capital Empowerment**
  - ✓ **Trained Staffs**
5. **Transparent Administration**
  - ✓ **Standing Committee Roles**

# NSA Empowerment

1. **Constitutional Reviews**
  - ✓ **Realign To Meet National & International Compliances**
2. **Strategic Planning**
  - ✓ **Alignment to MSN Plans**
3. **Talent Identification & Development**
  - ✓ **Nationwide / Pengerak / State**
4. **Human Capital Development**
  - ✓ **Trained Staffs**
5. **Financial Stability**
  - ✓ **Standing Committee Roles**

# Stakeholder Relationship

## 1. Identify Internal & External Stakeholders

- ✓ Internal – National Agencies / Para-Sports Community /
- ✓ External – International Bodies

## 2. Identify Needs & Expectations

- ✓ What do they want?
- ✓ How are we going to deliver them?

## 3. Enhance Engagement – National & International

- ✓ Active Participation
- ✓ Establish Networking

# Sustainability

- 1. Develop Strategic Direction Statements**
  - ✓ What we want to be?
  - ✓ How are we going to achieve what we want?
- 2. Develop Image Building Activities**
  - ✓ Branding & Networking
  - ✓ Increase Para-Sports Partners
- 3. Prudent Financial Management**
  - ✓ Accountability
  - ✓ Positive Credit Rating

# Maximise Involvement

## 1. Generate Competitions – Local & International

- ✓ Annual Championships & Circuit Participation
- ✓ Bid For International Competitions

## 2. Engage IPC Initiatives

- ✓ WeThe15 – 10 Years
- ✓ I'mPossible – School Based Awareness
- ✓ Agitos – IPC Academy Courses & Training
- ✓ Grant Support Program – NPC Projects

# Human Capital Development

- 1. Activate PCM Academy**
  - ✓ **PCM & NSA Generated Course**
  - ✓ **Income Generation**
  
- 2. Gender Based & Locality Focused Development**
  - ✓ **Sports Administrators**
  - ✓ **Athletes, Coaches, Classifiers, Technical Officials**

# Athlete's Development

## 1. Discovery Phase

- ✓ Talent Identification
- ✓ Create Pathways

## 2. Active Phase

- ✓ Shared Performance Based Development
- ✓ Commitment To Excellence

## 3. Retirement Phase

- ✓ Resettlement Training
- ✓ Sustainable Income Generation

# **EMPOWERMENT WORKSHOP**

# NSA Empowerment

1. **Constitutional Reviews**
  - ✓ **Realign To Meet National & International Compliances**
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3. **Talent Identification & Development**
  - ✓ **Nationwide / Pengerak / State**
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  - ✓ **Standing Committee Roles**

# **Constitutional Reviews**

- ✓ **Realign To Meet PJS MYKB Compliances**
- ✓ **Realign To Meet International Compliances**
- ✓ **Review Constitution To Meet Current Times**
- ✓ **Seek Legal Experts For Guidance**
- ✓ **Incorporate Good Governance Principles**

# **Strategic Planning**

- ✓ **Realign To MSN Development Plans**
- ✓ **Drive For State Level Participation**
- ✓ **Long Term – Annual – Action**
- ✓ **Budget Based Plans**
- ✓ **Active Monitoring System**

# **Talent Identification & Development**

- ✓ **Sports & Disability Based TID**
- ✓ **Engage State & Pengerak Involvement**
- ✓ **Engage State Based NGOs**
- ✓ **Engage Pusat Pemulihan Dalam Komuniti (PDK)**

# Human Capital Development

- ✓ **Increased Athletes**
- ✓ **Coaches / Technical / Classifiers**
- ✓ **Sports Administrators**
- ✓ **Fan Club**
- ✓ **Volunteer Involvement**

# Financial Stability

- ✓ **Rebranding NSA**
- ✓ **Membership**
- ✓ **Social Media Involvement**
- ✓ **Good Governance**
- ✓ **Leadership & Active Participation**

# Outcomes

- ✓ **Revised Constitution – Meeting PJS Compliances**
- ✓ **NSA 5-Year Plans**
- ✓ **PCM Webpage – NSA Portal**
- ✓ **NSA Membership Database**
- ✓ **NSA Support Officials Database**

# Kesimpulan

- ✓ Penghormatan Mewakili Negara
- ✓ Peranan MSN – Menonjol Imej Negara
- ✓ MPM – Memperkasakan *Paralympic Movement*
- ✓ Tertaklok Pada Peruntukan Kewangan
- ✓ Perbelanjaan Berhemat

**TERIMA KASIH**