



Bengkel Fasa 2

Memperkasakan Persatuan Sukan Para Kebangsaan
(Empowering National Para Sports Association)





Perancangan Strategik





Objektif Bengkel

- 1. Untuk Merangka Perancangan Strategik – Sehaluan Perancangan MSN**
- 2. Untuk Mengemaskini Ketetapan PJS – Keperluan MYKB**
- 3. Untuk Mengeratkan Jaringan – Persatuan / PJS / MPM / MSN / KBS**
- 4. Untuk Mengemaskini Sistem Maklumat – Kemaskini Webpage**
- 5. Untuk Mencari Dana Pembangunan Sukan – Pelbagai Bantuan**



Kejohanan 2025 – 2028



TAHUN / TEMASYA	2025	2026	2027	2028
PARALIMPIK	✗	✗	✗	LOS ANGELES
ASIAN PARA GAMES	✗	JAPAN	✗	✗
ASEAN PARA GAMES	THAILAND	✗	MALAYSIA	✗
AYPG	✗	DUBAI	✗	✗
PARA SUKMA	✗	SELANGOR	✗	KELANTAN
ANTARABANGSA	Kejohanan Berbeza / Acara Bantuan / Acara Jemputan			



Hierarki Perancangan

- ✓ Strategic Plan – Long / Medium / Short (*Pelan Strategik*)
- ✓ Annual Plan – Budget Year (*Rancangan Tahunan*)
- ✓ Action Plan – Daily / Weekly / Monthly (*Pelan Tindak*)
- ✓ Targets – SMART Concept (*Sasaran*)
- ✓ Key Performance Index – Core Issue (*Index Prestasi Utama*)
- ✓ Critical Success Factor – Competency / Capacity / Resources (*Faktor Kejayaan Kritikal*)
- ✓ Sustainability (*Kelestarian*)



Cabaran Perancangan

1. **Arah Tuju – Tidak Jelas – Bazir Tenaga & Sumber**
2. **Pimpinan – Lemah & Kurang Komitmen – Kurang Teamwork**
3. **Data – Pangkalan Tidak Menyeluruh – Keputusan Tidak Tepat**
4. **Perubahan – Penentangan – Slow & Sabotaj**
5. **Focus – Jangkamasa Pendek – Melemahkan Pelaburan**
6. **Sumber – Terhad – Bercita Cita Tinggi Gagal**
7. **Penjajaran – Objektif Bercanggah – Konflik Dalaman**
8. **Kajian Semula – Tidak Kemas – Menjadi Usang**
9. **Pengurusan Risiko – Luar Jangkaan – Perancangan Terjejas**
10. **Pelaksanaan Susulan Lemah – Yang Baik Tidak Tercapai – Jurang Bertambah**



Bagaimana Mengatasi Cabaran?

- 1. Libatkan Pihak Berkepentingan (Stakeholders) Awal & Kerap**
- 2. Gunakan Data Untuk Mendorong Keputusan**
- 3. Pecahkan Strategi – Langkah Yang Boleh Diambil Tindakan**
- 4. Pantau Prestasi & Laraskan Dengan Kerap**
- 5. Memupuk Budaya Akauntabiliti & Ketangkasan**



SWOT Analysis

STRENGTH
(KEKUATAN)

WEAKNESS
(KELEMAHAN)

OPPURTUNITY
(PELUANG)

THREATS
(ANCAMAN)



Strength (Kekuatan)

**Faktor Dalaman Yang Memberi Kelebihan
Kepada Organisasi Atau Individu Berbanding Pesaing**

Contoh:

**Reputasi Jenama Organisasi / Individu Yang Kukuh
Pasukan Yang Berpengalaman / Atlet Berkaliber
Sistem Pembangunan Berasas Teknologi Canggih
Sumber Kewangan Yang Stabil**



Weakness (Kelemahan)

Faktor Dalaman Yang Boleh Melemahkan Prestasi Atau Kejayaan Organisasi

Contoh:

Kurang Kepakaran Dalam Bidang Tertentu – Pembangunan / Tenaga

Kekurangan Dana & Pembaziran

Proses Kerja Yang Tidak Efisien

Pergantungan Tinggi Kepada Satu Pelanggan / Atlet



Opportunity (Peluang)

Faktor Luaran Yang Boleh Dimanfaatkan Untuk Meningkatkan Prestasi Atau Pertumbuhan

Contoh:

**Kejohanan Baharu
Perubahan Dasar Kerajaan – VSN 2030
Perkembangan Teknologi Baharu
Perubahan Ekspektasi Rakyat**



Threats (Ancaman)

Faktor Luaran Yang Boleh Menjejaskan Atau Mengancam Kejayaan

Contoh:

**Persaingan Sengit – Pembangunan Negara Lain
Saluran Sumber Yang Tidak Menentu
Sambutan Pihak Berkepentingan Merosot**



Pernyataan Arah (Directions Statements)

VISION (VISI)

What You Want To Be?

MISSION (MISI)

**What You Do?
For Whom?
For What?**

OBJECTIVE (OBJEKTIF)

What We Want To Achieve?

VALUES (NILAI)

Core Belief & Principles



Cabaran Semasa

- 1. Pengurusan Persatuan**
- 2. Komitmen Pengurusan**
- 3. Pelan Pembangunan Menyeluruh**
- 4. Kompetensi Anggota**
- 5. Pengenalan Sistem Klasifikasi**
- 6. Kawalan Atlet**
- 7. Kesedaran Sukan Paralimpik**
- 8. Kekangan Kewangan**
- 9. Proses Kerja Tidak Jelas**
- 10. Penglibatan Wanita**



Contoh Perancangan Strategik



Strategic Plan 2025–2028

PERSATUAN OLAHRAGA PARA MALAYSIA

“Together We Run Faster”

Vision Statement

**To inspire excellence and participation
in athletics nationwide – developing athletes
of all abilities to reach their full potential**

Mission Statement

**To lead, develop, and promote athletics by
providing inclusive programs, quality
coaching, structured competition pathways
and strong governance**

Core Values

- ✓ Integrity
- ✓ Inclusivity
- ✓ Excellence
- ✓ Teamwork
- ✓ Respect

Situational Analysis

- **Strengths:**
 - ✓ *Committed Stakeholders, Junior Participation*
- **Weaknesses:**
 - ✓ *Outdated Facilities, Volunteer-dependent*
- **Opportunities:**
 - ✓ *National Fitness Agenda, Youth Programs*
- **Threats:**
 - ✓ *Competition From Other Sports*

Strategic Priorities

- - **Athlete Development**
- - **Competitions**
- - **Coaching & Officiating**
- - **Facilities & Equipment**
- - **Governance**
- - **Partnerships & Branding**

Objectives & KPIs

- - **Develop 100 Junior Talents**
- - **Standardize Meets**
- - **Train 200 Coaches**
- - **Upgrade 3 Tracks**
- - **Launch Athlete Tracking Platform**

Key Initiatives

- - **Youth Athletics Academies**
- - **Coaching Roadmap**
- - **Club Accreditation**
- - **Sponsorship Drive**
- - **Athletics Management System**

Stakeholder Engagement

- - **Athletes, Coaches, Schools**
- - **Ministry of Youth & Sports**
- - **Engagement via Forums, Newsletters, Appreciation Events**

Risk Management

- - **Event Cancellations**
- - **Coach Retention**
- - **Tech Failures**

Mitigation: Backup Plans, Incentives, Training

Monitoring & Evaluation

- - **Quarterly KPI Review**
- - **Annual Retreat**
- - **Public Updates On Website/Socials**



Sistem Klasifikasi

M-PAC



PARALYMPIC COUNCIL MALAYSIA

Malaysia Para Athlete Classification System (M-PAC)

Developed By	PCM Classification Committee
Date	1 st January 2024
Version	1-2024

Custodians of Classification

International Paralympic Committee (IPC)

- ✓ *IPC Athlete Classification Code 2025 – “The Code”*

International Sports Federation (IF)

- ✓ *Develops Classification Criteria & Regulations for Eligibility*

National Paralympic Committee (NPC)

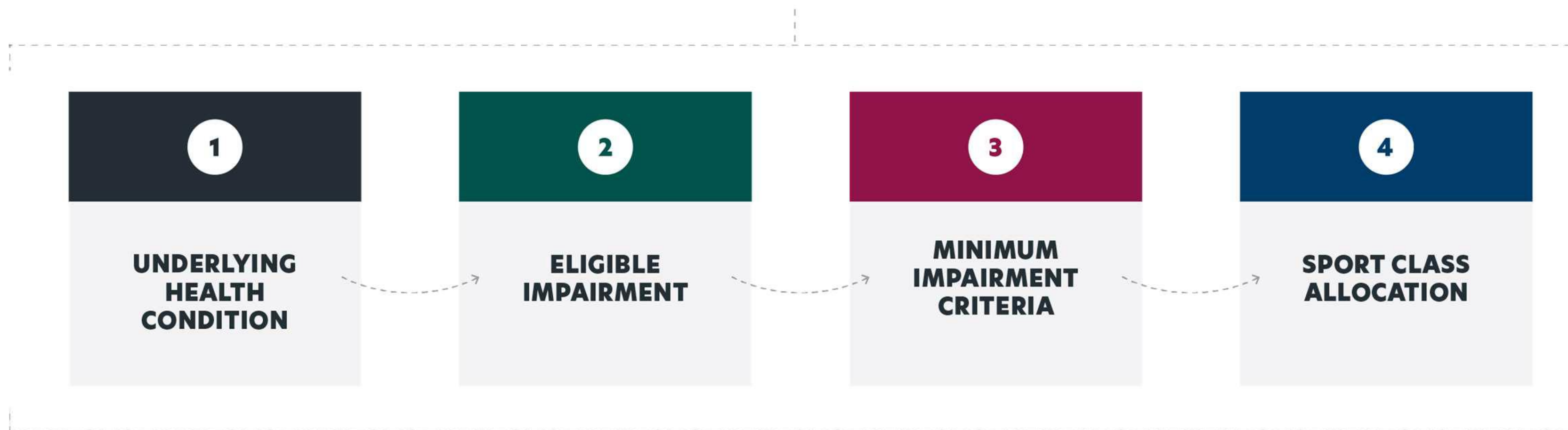
- ✓ *Governs National Classification Strategy to Promote Paralympic Movement*

The Need For M-PAC

1. To Define PCM Classification System – Clear Understanding
2. To Establish PCM Classification Committee – Define Responsibilities
3. To Maintain Classification Database – Athlete & Classifiers
4. To Establish Classifier Development Pathway – Clarity & Commitment
5. To List Resources Needed For Classification – Classification Tools

Stages of Classification

CLASSIFICATION PROCESS



Types of Classification

- ✓ **Physical Impairment (PI) Classification**
 - ❖ *Medical Evaluation By Medical Doctor – Generate Medical Diagnostic Form (MDF)*
 - ❖ *Sports Specific Classifier Determines Eligibility & Sports Class*

- ✓ **Visual Impairment (VI) Classification**
 - ❖ *Medical Evaluation By Ophthalmologist – Generate MDF*
 - ❖ *Vision Impairment Classification By Classification Trained Optometrist*

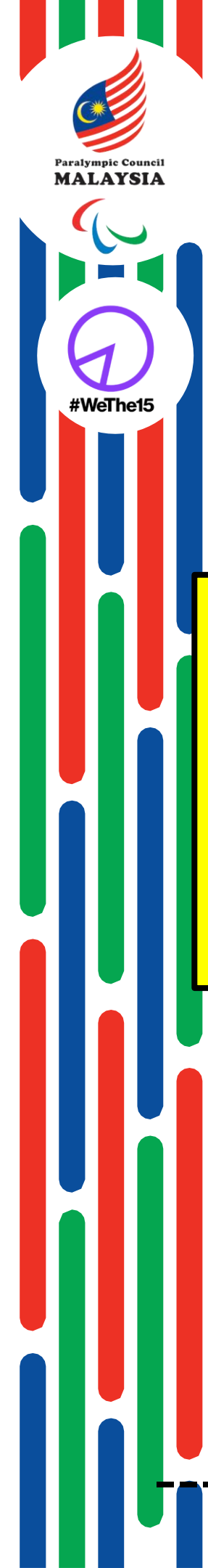
- ✓ **Intellectual Impairment (II) Classification**
 - ❖ *Medical Evaluation By Clinical Psychologist – Generate MDF*
 - ❖ *Intellectual Evaluation By Classification Trained National Eligibility Officer*

Implementing M-PAC

1. **Develop Pool of Classifier Talents – National & International**
✓ *Financial Resources Required*
2. **Implement Classification During Circuits & National Championships**
✓ *Realign Circuits & Promote National Championships*
3. **Implement Basic Classification During i-Talent Programs**
✓ *Driven By National Sports Associations / State Associations*
4. **Implement ZERO Classification @ Para SUKMA (Only Observation)**
✓ *Continual Classification By State Authority / NSA / MPM*
5. **Develop M-PAC Software**
✓ *MPM Driven Software Development & Maintenance*

Target – ZERO Classification

1. State Contingents To Understand & Implement Early Classification
✓ *Assisted By Paralympic Council Malaysia*
2. NSA & State Sports Associations Play Proactive Role
✓ *Empowerment of Sports Bodies*
3. Create Nationwide Pool of Classifiers
✓ *Driven By PCM / NSA / State Associations*
4. Implement M-PAC Nationwide
✓ *Driven By PCM / NSA / State Associations*
5. Educate LOC About Classification
✓ *Driven By PCM & NSA*



Classification System Software

Software for Classification System

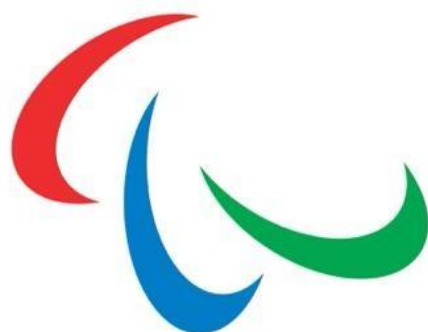
1. Database of Athlete's Classification Status
2. Database of Classifiers
3. Alignment to International Classification Requirements
4. National Para Games / Championship Classification Documentation
5. Gap Analysis – Gender / Sports / Event

Software for Classification System

- 1. To Be Developed By PCM & Software Company – WIP**
- 2. Financial Commitment By KBS – Operational Expenditure**
- 3. Users – PCM / NSA / SSA / MSN / ISN / Classifiers / Athletes / Coaches**



**Paralympic Council
MALAYSIA**



#WeThe15

QUESTION & ANSWERS

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