



المؤسسة العامة للشباب و الرياضة
رؤية جديدة .. لجيل جديد ..

Detailed Strategic Plan

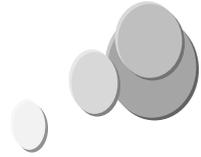
Detailed Strategic Plan

2012 -2016

General Organisation

For Youths and Sports

Prepared by:



H.E. Chairman Hisham bin Mohammad Al Jowder
Chairman of General Organisation for Youths and Sports

Introduction

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Planning Department



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Strategic Planning is very important as it helps in magnifying the visions and future goals of the General Organisation for Youths and Sports. Strategic Planning allows proceeding into a studied and well planned future based on visions, hopes and defined aspirations after studying and looking into the facts and how these visions are going to be manifested in the future.

Strategic Goals play important role in aspiring for what has been planned for, as goals are expectations of certain and planned future facts taking into consideration financial and human resources. Therefore goals are considered to be a defined mechanism through which plans and programs are drawn to contribute to achieving the goals and aims.

New management world considers planning a priority as through planning we can measure what has been achieved and through planning the budgets and expenses of organisations are fixed on different levels, consequently the work will go smoothly in a clear and studied way.

Right and studied planning is an important step that enlightens the road of the organisation towards success as planning for different programs and activities in a scientific studied way that matches the facts and aspires for the future is considered to be an important factor of success and achieving goals and fulfilling good results on the youths and social levels.

What we are presenting here is a detailed strategy for the years and expenditures for programs and activities that the General Organisation for Youths and Sports will implement during the period 2012-2016.

Mission Statement

This document aims at presenting the strategic plan for the next five years 2012-2016 for the General Organisation for Youths and Sports that matches the economic vision and the vision of the Kingdom of Bahrain 2030.



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The strategic plan for the organisation includes the following factors:

- **Mission, Vision and Values of the Organisation**
- **Strategic goals and evolving initiatives**
- **Operational goals and programs and plans evolving from these goals**

Our Vision

Youths with a Bahraini identity and global contribution

Bahraini youths play a pivotal role in aspiring to the social reality through their identity that means social culture that reflects the values and ethics in the Kingdom of Bahrain.

Bahraini youths contribute on a global level through their active role and participation on the Gulf, Arab and global levels.

Our Message

To match the global development in the field of youths and sports and to translate that into a set of programs for youths which will enable them to enrich the sustainable development and competitive edge in the Kingdom.



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The General Organisation for Youths and Sports presents numerous programs and activities for youths that contribute in pushing the wheel of the Bahraini economy and empowering competitiveness.

The message of the General Organisation for Youths and Sports contributes in empowering the sustainable development of youth energy and channelling it in the right civilized track for continuous contribution.

Starting from the basic meaning of values: It is relationship that links between the employees of the organisation , who contribute in achieving the desired goals and also strengthen the relationship between the employees of the organisation to reflect the organisational environment that rule the employees in their dealings with concerned people

Link between tasks and vision of the Ministry (Government Department) with the Economic Vision and the National Strategy together with the Government Work Program



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Sense of Belonging	Loyalty and sense of responsibility, commitment towards the corporate, colleagues and clients through team work and cooperation and keenness to achieve excellence at work and believing in development and improvement.
Transparency	Exchange of knowledge and information and making it available for everyone and to clarify the decisions, tasks and procedures professionally through communications and making the measures known to everyone.
Communications	To achieve effective communications with all parties concerned about the work of the corporate and to exchange ideas and information based on mutual interests.
Team Spirit	Comprehensive harmonious team work to achieve the vision of the General Organisation and its strategic goals. The spirit of the team based on defining the roles and the management roles. Work is carried out according to team work principles as each one's work will compliment the other.
Modernity	To match everything that is modern and new in all the domains covered the Organisation as in the field of electronic communications and different ways and modern capacities.



Continuous Learning	To run the Organisation through the implimentation of the continuous learning principles and to benefit from its experiences and experiences of other excellent establishments to apply best practices, and to match the latest in the field of development and improvement for the benefit of the overall performance.
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The strategy of the General Organisation of Youths and Sports is closely linked to the Economic Vision of Bahrain 2030 as it translates the way to achieve number of ambitions and the principles of the vision in the economic field based on partnership with the private sector to reduce the cost and financial burden on the government by increasing the investment to support the infra structure for sports and to expand the investment projects for building the clubs and modern sports cities that house all the sports activities in an effort to develop this sector to serve all the segments of the society.

The Kingdom in its endeavour to become an international centre for hosting international championships must plan strategically on a long term to increase the facilities and sports infrastructure in accordance with international standards. Based on that the Organisation included in its strategic plans the building of modern sports cities and development of management work in the sports sector and benefiting of the advanced technology and scientific marketing to attract the international participations and encourage hosting championship, competitions, events and activities that will be beneficial to all sectors of economy and society. Also we will work to develop and expand the facilities of the clubs, federations, and youths centres in accordance with international standards.

As for the social sector, the government of Bahrain is committed to facilitate the best health, social care for all youths in the Kingdom of Bahrain. This initiative matches the plan of the General Organisation for Youths and Sports that represents the official sector for supplying this kind of care to build future generations for the Kingdom. It also works to raise awareness about the importance of participating in the youths activities that was prepared in accordance with



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clear strategic goals and scientific system that aims at achieving a quantum leap in the programs to achieve an excellent level locally, regionally and internationally to contribute in the process of development of the Bahraini youths and polishing of the skills and strengthening their national feeling and sense of belonging.

The Organization endeavours through strategy and goals to link it with a government work program as the youths segment is considered to an important segment of the society that we are trying to polish and shed a light on its role for development.

In the light of the youths vital role and what they represent as a strong factor and part of the development of the society. We will give special attention to the youths and caring for them and polishing their skills through programs , workshops, and events that aim to fill their spare times and contribute in strengthening the national spirit and national partnership and to create a sportive generation able to represent the kingdom in the best way to the youths competitions and sports events outside the country in addition to effective participation in the programs and internal events.

In conclusion the youths are the national human treasure that should be invested through training and development of skills and polishing these skills. They are the fundamental axels in achieving the national economic strategy 2009-2014 and the long term economic vision 2030. Their role will be prominent in its implementation in the coming years, also to give the opportunities for them to contribute into decision making that will lead to increase of awareness about the economic vision and the implementation of its initiatives on the ground.



Schedule to Link and Measure Goals and its effects , The Role of Values Overview of the General Services

- Discovering, polishing and development of youths and sportive talents and skills
- Hosting and organization different youths activities and sports events on different levels.
- Participation in different youths activities and sports championships.
- Presenting logistic support to private and government organizations.
- Supporting the participation of women in the different youths and sports activities.
- Preparing studies and specialized researches in the fields of youths and sports.
- Signing mutual agreements with government and private organizations and also official international organizations.
- Effective participation in the official meetings, conferences and seminars
- Organization and development of youths and sports.



- Supporting the sports clubs to achieve the best results in the sports competitions
- Development of the infrastructure and supplying safety and security for the sports buildings and facilities and also to meet the requirements and needs of the federations and clubs.
- Capabilities building in the field of youths and sports and leveraging the skills of the employees at the youths and sports authorities.
- Contributing to building healthy society through campaigns and various programs.
- Directing and training the youths to know their priorities and defining their future vision in their lives.
- Contributing towards development of skills and capabilities and supporting education among the youths.
- Contributing into instilling the concept of volunteer work among the youths.



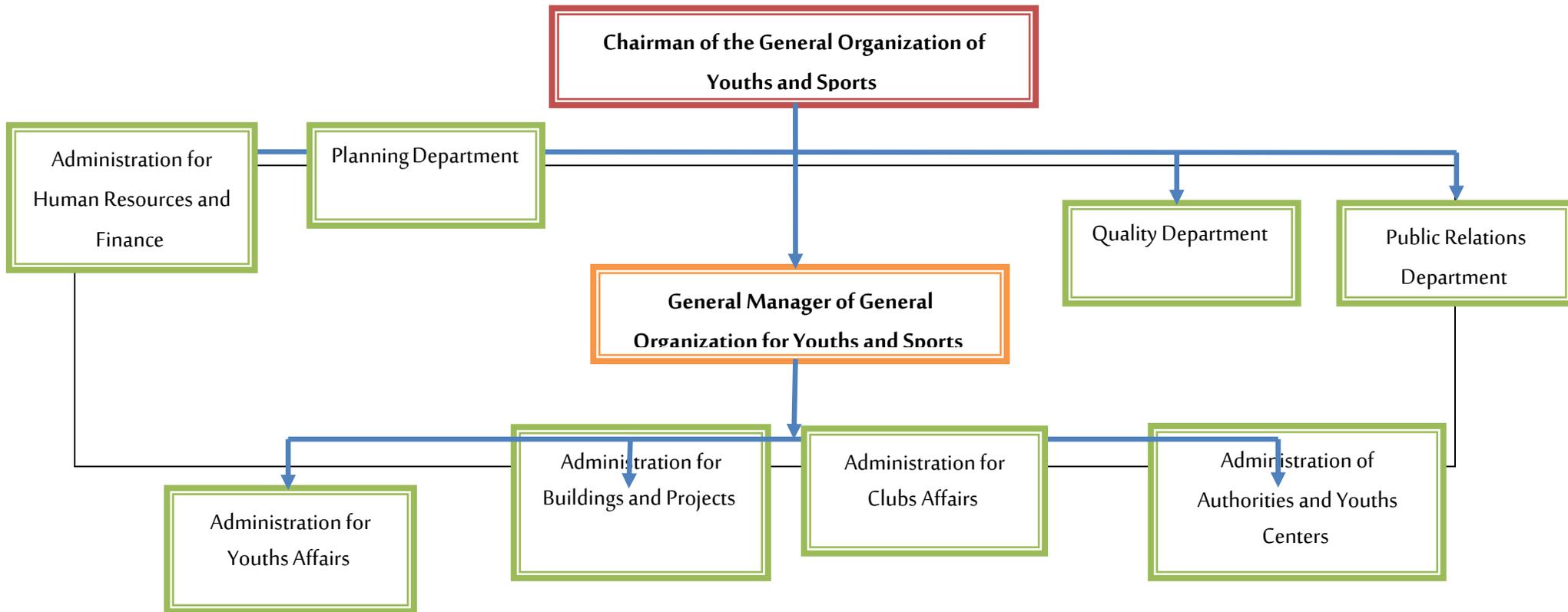
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Strategic Partners

The General Organization for Youths and Sports enjoys partnership with a number of ministries and organization among which are the following:

- Sports Clubs
- Youths Associations
- International Organizations (UNDP, FIFA)
- Ministry of Education and Information
- Civil Service Bureau
- Ministry of Health
- Ministry of Education and Learning
- Ministry of Municipalities and Agriculture
- Central Information Organization
- Shura Council and Parliament
- Higher Council for Woman
- Royal Court
- Ministry of Finance
- Ministry of Works
- Ministry of Foreign Affairs
- Interior Ministry
- H.E. Prime Minister Court
- H.H. Crown Prince Court
- Bahrain Excellence Centre
- Embassies Bahraini Sports Federations
- Ministry of Trade
- Bahrain International Airport
- Economic Development Council
- Bahraini Olympic Committee
- Higher Council for Youths and Sports
- General Authority for Wildlife and Marine Life
- Bahrain Centre for Studies and Research
- Electricity and Water Authority
- Governorates of the Kingdom of Bahrain
- Government and Private Universities
- Sports Clubs

Organization Structure of the Ministry/ Government Department



Future Strategic Goals 2012-2016

Strategic Goals

Future Strategic Goals 2012-2016

Strategic Goals

- 1- Presenting comprehensive set of excellent programs directed at building and development and empowerment of youths capabilities.**
- 2- Continuous development of infrastucture for sports facilities in accordance with international standards.**
- 3- Continuous modernaization of the clubs managment system to build a better sports education in the Kingdom.**
- 4- Continuous updating of management of youths centres to be the preffered place for youths and the best system to prepare a promising generation.**
- 5- To build a modern management system that contribute towards building an internal motivated environment that supports excellence and creative performance in accordance with best practices.**



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First Strategic Goal

To present a comprehensive set of excellent programs directed at building and developing energies and capabilities of youths.

Youths are the pillar of the future and fundamental base for development and building culture, societies are built by the hands of its youths. Therefore the youth have to be prepared in the right way and armed with education and knowledge to be able to face the challenges of the present times and to be prepared for the unknown future. The youths in Bahrain form more than 50% of the society, therefore the General



Organization for Youths and Sports aims at developing the youths to be included in the society and to increase the productivity and creativity and strengthening the sense of belonging among them. To achieve that the Organization endeavours to care for the youths through presenting the programs, activities and projects that raise awareness in topics of interest to them such as health, environment, social security, and that are beneficial to them in the field of sciences, leadership, creativity, information, sports, heritage, and arts in addition to caring and developing the distinguished talents in the various sector to become the shining Bahraini future.

Initiatives

1.1 Strengthening the Identity and Sense of Belonging to the Country

When the Young man holds on to his national identity it is considered part of psychological stability that he needs in his journey to build the society and the nation. The Organization bears a part of the responsibility through this initiative, as this is the responsibility of several parties in the society to strengthen the national identity. This is implemented through presenting a set of activities, programs, and events to instill the



love of the country among the youths and motivate them to hold on to their identity to reflect the image of the young Arab Moslem Bahraini young man.

1.1.1. Preparing programs to spread the national identity culture and sense of belonging
Presenting a set of programs and awareness campaigns about the national identity.

1.1.2 Participation in the Programs/ Festivals/ Competitions and International Championships

Sending the youths to participate in the programs, and international championships to strengthen the sense of the national identity.

1.1.3 Designing and Implementing the events to celebrate the national and popular occasions

To celebrate the national and popular occasions such as the national day, the national working charter, Karkaoun etc..

1.2 Supporting the Youths Outreaching to the World

It is important for the youths to be open to the rest of the world and to outreach to the different cultures to expand their awareness and to learn from the experience of the others and the different expertise and benefit through working with their peers around the world to build their capabilities and developing their skills. The Organization helps the youths to participate in a number of youths programs on the regional and international levels in addition to hosting the youths events and cooperating with the official parties inside and outside the Kingdom to organize educational exchange programs.

1.2.1 Organize programs and host events for knowledge outreach for the youths.



Hosting events on the Gulf and International level to create the opportunities for knowledge outreach with the youths of the world.

1.2.2 Participation in International Youths Programs

Sending Young people to participate in the youths events outside the country.

1.2.3 Organize Activities to Celebrate International Occasions

Organize Youths activities in international occasions such as, International Youths Day and World Volunteering Day etc..

1.2.4 Organize mutual working programs for cultural exchange in cooperation with concerned parties inside and outside the Kingdom.

Present a set of cultural exchange programs in cooperation with the embassies of the countries that are represented in the Kingdom and the concerned organizations.

1.3 Working to include the youths in the job market

Finding the suitable job as a first step on the road of building the future is considered a source of worry for lot of young people, and as it is fundamental for every graduate to find a job for most school and university leavers; therefore the Organization helps to be one of the tools that facilitates for the youths to enter the job market. The General Organization achieves that through supporting the role of the partnerships, and collaboration with concerned official parties in this field to present a set of programs that supply the youths with an opportunity to train to improve their skills and acquire new practical skills that are necessary for the job market.

1.3.1 Implementing Habilitation and training programs for the youths to include them in the job market.

Design programs and competitions to habilitate the young people to enter the job market

1.1 Building youth leaderships

As significant youth leadership is one of the supporting factors for a development move, and based on the activation of the youth role in the achievement of economic, social, cultural and political development, the General Organization is organizing programs targeting youth to make positive change and to contribute to the building up of a leadership youth generation who could push forward the development wheel.

1.1.1 Establishment of a youth training center to habilitate the leaders

Establishment of a specialized training center and introducing a number of leadership programs throughout the year.

1.1.2 Designing and implementing programs and competitions that may enhance the spirit of leadership for the youth

Introducing a range of programs and competitions in the field of leadership.



1.2 Embracing creativity and creative work by the youth

The General Organization aims to direct the potential and capabilities of the youth who contribute the positive change in the society through refining their personalities and enabling them to master a range of skills which could lead them to achieve excellence and creativity. The General Organization is observing and discovering promising talents in different realms and then it is embracing them by introducing an integral program for the development of these talents and eventually sponsoring them towards excellence.

1.2.1 Observing and discovering youth talents in order to push them towards excellence

Introducing integral programs in different areas to motivate them to accept competition and seek excellence.

1.2.2 Designing and implementing programs and events in different areas of interest to build and develop the youth talents and encourage them to seek creativity

Introducing a range of development and creativity programs in various topics.

The second strategic goal

"Ongoing development of sports facility infrastructures in accordance with the international specifications and standards"

The General Organization for Youth and Sport aims to move forward the competitiveness in the field of sports by establishing a proper sport-based infrastructure according to international standards. This goal includes the following four initiatives:

- 1- Implementing standard specifications on the sport facilities.**
- 2- Building and developing the Kingdom's sport facilities.**
- 3- Providing sport equipment.**
- 4- Establishing a fully integrated system for managing and maintaining youth and sport facilities.**

Implement standard specifications on sport facilities

The General Organization is seeking to construct local integrated sport facilities by applying international standards.



2.1.1 Conducting a study to assess the infrastructure of the sport facilities and establishments and providing a special directive to the standard specifications.

As the General Organization believes in the continued development and assessment of sport facilities, this initiative would conduct an analytical study of the current sport facilities in Bahrain. Upon the recommendations reached by the study, a standard directive will be applied for the construction of any sport facility in the Kingdom in addition the international standards of construction.

2.2 Construction and development of the Kingdom's sport facilities

The Facility and Project Department in the General Organization for Qualitative Development is seeking to construct and develop sport facilities, sticking to the international standards for construction, the influential factors with regard to the optimal selection of the construction site and allocating ready-to-play facility, taking into consideration the population intensity where the construction would take place.

2.2.1 Executing sport facility construction plan

The execution of sport facility construction plan comes as a result of analytical studies related to the infrastructure and the special directive of international standards. The plan has the following pillars:



- a- Distribting and specializing the sport facilities in the Kingdom.
- b- The prtcticed game and its popularity.
- c- Geographical distribution and population intensity.

3.2 Completing sport equipment

Among the General Organization for Youth and Sport's plans to renovate and habilitate the youth leaders and enable them to run for competitiveness in different sports activities, international developments must be met in the process of developing and improving sport facility equipment.

2.3.1 Executing the completion of sport equipment plan

Equipment is divided into two parts:

- a- Equipment for the newly constructed facilities.
- b- Equipment for the previously constructed facilities.

This part targets not only the newly constructed facilities, but it also includes all the facilities. As some facilities need to be maintained in order to be qualified for events, up to date equipment and furnishings must be used to keep up with the global development of sports.



2.4 Establishment of an integrated system to manage and maintain youth and sport facilities and equipment

On of the main pillars to be achieved by the General Organization of Youth and Sport is the establishment of an integrated system for the management and maintenance of facilities so as to activate the role modern integrated facilities.

2.4.1 Preparing a future program for the maintenance of sport facilities

Seeking a fund for maintaining the constructed sport facilities based on the amounts kept for construction to ensure their continuity as required and to preserve them. As well, a budget will be allocated to the previously constructed facilities after estimating their actual value in order to put a budget for maintenance and renovation according their size and components.

2.4.2 Drawing out a program for the management of youth and sport facilities using the most up to date technologies and software

Based on raising the readiness of sport facilities and furnishing them with the highest international standards, this initiative is seeking to draw out a program for the management of sport facilities that could cope up with such furnishings to achieve the proper management and high standard output. This will include conducting analytical studies related to the readiness of the facility as well as contracting other institutions with specialized management skills.

The third strategic goal

"Continuous updating of club management approach to establish a sport awakening in the Kingdom and make it the first destination of all Bahraini clubs"

Pursuant to Bahrain's Economic Vision for 2030 and the goals sought to be achieved by the Kingdom, the General Organization for Youth and Sport aims to achieve a qualitative jump on the level of the sport clubs in Bahrain through providing all the basic needs and global expertise by depending on the national capabilities and the cooperation between all parties to achieve global competitiveness.

3.1 Initiative for supporting and sponsoring sport bus

The General Organization pays great attention and care for the youth and sports as they are the leaders for a healthy and psychologically balanced society. They are the sport base of Bahrain future in the regional and international festivities pursuant to article "31" of the UN Convention on the Rights of the Child (UNECEF).

3.1.1 Implementing programs for buds in the clubs

Working on purposeful programs to support and take care of the buds. This will help create a safe ambiance and social stability for the buds to grow and become active members. Such programs which suit the aspirations and existing capabilities would ensure support for the



national talents and prepare them scientifically to gradually lead the sport teams in different ages.

3.2 Promoting sport bylaws and regulations

The General Organization for Youth and Sport desires to promote all club regulating bylaws to conform to the next phase of our Kingdom's future. This will ensure the achievement of the best practices and results in the field of sports to achieve global access and to ensure the Bahraini athletes' rights.

3.2.1 Improving administrative and financial legislations which regulate club activities

The General Organization for Youth and Sport is seeking to improve the applicable legislations and give a qualitative push to the administrative and financial practices to keep up with the development made in all sectors and to avoid the points of weakness.

3.2.2 Improving the system of forming club administrative and financial councils

Under the applicable values of the General Organization for Youth and Sport to ensure transparent elections of the national administrative councils, the department of club affairs is developing a comprehensive system with bylaws and legislations to ensure sports



administrative and financial staff would assume their leadership positions in the clubs in addition to training them on the most up to date administrative and financial applications.

3.3 Club professional administration initiative

In the light of the increasing growth to privatize all sectors, the General Organization for Youth and Sport is seeking to move from voluntary work (which lacks adherence and creativity) to the professional work which depends on administrative and financial principles and qualified staff who are committed to achieve the Organization's visions and strategy.

3.3.1 Developing administrative and regulatory structures of the clubs

Developing and forming specialized administrative structures with certain limited responsibilities and duties to ensure the roles and responsibilities are not contradicted. This will achieve a qualitative move on the administrative and financial level and it will therefore reflect on the sport level.

3.3.2 Implementing professional administrative and financial work system for the clubs

The General Organization is committed to the development of clubs. the department of club affairs is working on a project to regulate the professional work in the management of national

clubs by hiring a qualified administrative staff who will be committed to the achievement of the outlined goals and public interest.

3.4 Initiative for improving and diversifying funds for the clubs

Pursuant to the principles of Bahrain's Economic Vision 2030, the Organization is trying the best to reduce the burden on the government resulting from the funds granted to the clubs and achieve financial self-sufficiency through encouraging investment in the sport sector, the optimum use of available resources and management of public expenditure.

3.4.1 Issuing investment legislations and laws

Drafting laws and legislations that could motivate and encourage investment in the private sector of clubs by granting patents, facilitation and granting government guarantees for all parties (clubs, investors and athletes).

3.4.2 Implementing the system of investment and marketing in the clubs

The department of club affairs implements a system on all aspects of sport investment and marketing. It is worth noting that sport investment and marketing is relatively a new business on the local level, and therefore we need governmental support to ensure the success of the investment experiment.

Aspects of investment include:



- **Licensing by using labels of brand names and logos on the products and services.**
- **Advertising sport uniforms and tools.**
- **Advertising sport facilities.**
- **Investing sport facilities and services in the sport teams.**
- **Sport tickets revenues from matches and sport events.**
- **Subsidies, grants and donations.**
- **Player's movement returns.**
- **Members' subscriptions and contributions.**
- **Investment of advertising and commercials' rights.**
- **Media (TV & radio) broadcasting rights for sport events and activities.**
- **Advertising in publications, magazines, brochures and sport-related publications.**
- **Player marketing, as professionalism has become a major factor in the clubs.**
- **Marketing of scientifically and educationally sport training programs to achieve the desired goals.**

The fourth strategic goal

"Continual updating of management system for youth centers to make them the first destination for the youth and the optimum means of making a promising generation"



Committed to the development of the youth and preparing them well based on the highest global values and to feed them with the good citizenship concepts, the General Organization is doing its best to update the administration of the existing youth centers throughout the Kingdom with the purpose of providing intellectual protection and ongoing support as well as helping build up their personalities based on religion teachings and devotion to homeland.

4.1 Issuing and developing bylaws and regulations for youth centers

This initiative aims at forming a fixed and credible reference group that could decide on the rights and duties of each member in the youth center so that no misunderstanding or chaos would hinder the development of youth centers.

4.1.1 Designing administrative and financial bylaws for the youth centers to show the existing administrative centers responsible for program execution

The aims is to issue a bylaw that would clearly show the regulatory structure of the administrative councils for the youth centers

4.1.2 Publicizing the concepts of regulatory and administrative bylaws for the youth centers

Explaining intellectual culture of drafting regulatory laws and administrative and financial bylaws

4.2 Initiative of drawing out the standards and principles of professional administration for the youth centers

This initiative includes a number of administrative tools which are based on proper scientific principles to enable the staff in the youth centers

4.2.1 Developing administrative and regulatory structures of the youth centers

Proceeding from the principle of continuous development and supervision, this aim has been established to put scientific principles on how to properly develop the administrative structures of youth centers.

4.2.2 Developing the administrative structure capabilities of the youth centers

To enhance the value of continuous education, this initiative is suggesting systematized plans to promote administrative staff's capacities in the youth centers, each in his/her own specialty.



4.3 Initiative for developing and diversifying the resources of funding for the youth centers

This initiative aims at discovering alternatives and different resources to increase funding of youth centers and to enable them to achieve self-sufficiency when seeking a budget and to reduce pressure on the government budget.

4.3.1 Issuing supporting legislations to fund and invest in the youth centers

Through this operational initiative, the General Organization, in cooperation with the legislative parties in the Kingdom, is trying to issue legislations or renovate programs with a concern to seek financial support and to find ways of investing in the youth centers.

4.3.2 Drawing out investment and marketing programs for the youth centers

We are planning to design programs that help guide staff in the youth centers toward investment and marketing.



4.4 Initiative for preparing youth awareness programs to be consistent with the capacities and needs of the young people in the region.

Drawing out a complete work plan with a number of youth programs that will address the way of thinking of the youth and meet their capacities.

4.4.1 Planning and implementing a range of youth programs

**Drawing out instant and future work plan that includes activities and plans for the youth.
The fifth strategic goal**

"Creating modern administrative system that helps establish an internal motivated and supporting environment for excellence and creativity in performance in accordance with the best practices"

Administrative excellence and high performance cannot be achieved without the integration of the plans and programs in the Organization's various sections. This is necessary to improve work outputs in accordance with excellence and quality standards under professional administration of the financial and human resources.

This strategic goal comes with its nine initiatives to strengthen the concept of excellence with respect to work based on the international systems, such as ISO 9001 and Occupational Health and Safety System in the sport facilities OHSAS18001, all under the umbrella of Bahrain Center for Excellence Program.



Therefore, both planning and quality departments seek to adopt such systems for processing the strategic and observation administration based on the best practices and local and international knowledge exchange to create an atmosphere of competitiveness for creativity.

5.1 Initiative of adapting standards of quality and excellence in the planning and implementation of various activities in the light of the best practices

Performance development is the most important step in the regulation of work, assignment of duties, the rights to be adhered to by the concerned parties to improve work outputs and achieve balance between responsibilities and administrative and financial competencies as per the internationally applicable laws. Therefore, the Organization plans to apply locally and globally recognized administrative systems that help improve performance and excellence in offering services. Examples of these systems are ISO 9001 and Occupational Health and Safety System OSHAS18001 as well as the standards of Bahrain Center for Excellence.

5.1.1 Raising organizational performance as per the standards of Bahrain Center for Excellence

The Organization is seeking to raise the performance competence and regulate the work in accordance with the best practices and standards of Bahrain Center for Excellence.

5.1.2 Suggesting a program for knowledge exchange and best practices



To enhance values of sustainability and continuous learning, the Organization is trying to renovate knowledge exchange system between various internal departments from the one hand, and with the ministries, institutions and corporations from the other hand to improve the work outputs according to the best practices.

5.1.3 Implanting the standards of administration quality using ISO 9001

This system aims at continually improving performance in the processes and creating the spirit of creativity and sustainable development along with the clear vision of the administrations and individuals in the implementation of administrative practices which meet the requirements of offered services through effective implementation of the system and confirming the match up of client's needs with the applicable regulations.

5.1.4 Implementing Occupational Health and Safety standards in the sport facilities using OSHAS 18001

This system is an administration technique that ensures safety of the staff, properties and environment. A strategy is drawn out either through training programs or by means of educations and awareness by which it is possible to promote the staff performance to reach the highest quality of occupational safety and to create a safe environment free of risks and protected by its resources.



5.1.5 Preparing sports institutions to apply ISO 9001 – administration quality system

The Organization seeks to raise the competency and promote the performance of its sport institutions by adapting administration quality system. This system creates a ground to disseminate quality culture and the clarity of goals and policies on all levels and at the same time it ensures that all are committed to achieve quality through participation and continuity. This system also aims at increasing trust between sports institutions, the public, the sponsors and the media and seeks the opinion of all these parties and meet their expectations.

5.2 Initiative of preparing a comprehensive system to manage the strategic performance based on the best practices

Strategic administration is the key tool of any organization in order to learn, get developed, achieve excellence and effectively respond to the drastically global changing. This initiative came as a result of this drastic change internally and externally.

5.2.1 Raising the competency of strategic planning system's performance

It is a process which aims at supporting decision makers to be aware of their goals and programs. This helps the organization emphasize on its own view and put its priorities when responding the current changes around. It also ensures the organization staff members are



working towards the achievement of the same goals. Therefore, it helps use the available resources optimally while avoiding contradictions at work and determining priorities.

5.2.2 Adapting balanced scorecards

Balanced scorecard is one of the inspection systems which offers a comprehensive measurement on the progress of the General Organization for Youth and Sport towards the achievement of strategy. Each scorecard covers brief and sufficient information about performance indicators.

5.3 Initiative of setting up an integrated system for the management of human resources in the Organization

The administration draws out the rules and regulations related to human resources and works towards implementing them. It is also making sure that these bylaws do not contradict with the regulations set forth by the Civil Service Department. The administration then provides the Organization with updates on the rules and regulations issued by the Civil Service Department and advice all the departments of the Organization on the regulations relevant to human resources regulations.

5.3.1 Updating and developing regulatory structures



Pursuant to Royal Decree no. (3) of 2011 regarding the restructuring of the General Organization for Youth and Sport, dated 6 Safar 1432 AH, corresponding to 10 January 2011, the Organization is studying the regulatory structures in coordination with the Civil Service Department to restructure regulations and employment titles and it is trying to increase the jobs due to the increase in employment demand and to keep up with the modern systems of employment.

5.3.2 Improving employment and system in the Organization

Organizing personal interviews carried by work team from human resources department, the concerned department and the department of planning . The team will also make sure vacancies will be filled in with the most scientifically and practically qualified candidates with a plan to be drawn out for employment according to priorities so that applicants will be classified by their skills.

5.3.3 Drawing out a system for developing employment eligibility to be connected with strategic performance

The administration is working on the training plan in coordination with the heads of various departments and following up the implementation process with internal and external parties. The administration will also develop training and employment processes by organizing contractual and group training courses to improve the levels of employees and develop their abilities.



5.3.4 Creating mechanisms for employment motivation and employment performance indicators

Adapting motivation, awarding and promotion system applied by the Civil Service Department to raise the employee's efficiency, increase productivity and reach the highest levels. This system will also encourage the spirit of honest competitiveness between employees and send them for academic studies in order to qualify for supervision and leadership positions.

5.3.5 Renovating a section for research and studies

Visual presentation: studying the youth needs (youth affairs) through national dialogue

5.4 initiative of enhancing continuous communication between the supreme administration and the staff

The relationship between the supreme administration and the employees, who are considered internal customers in the General Organization for Youth and Sport, is one of the most important factors in the development of work on both long and short range. The result is a sustainable knowledge exchange and increase in productivity and quality along with the strengthening of membership.

5.4.1 Looking for effective, regular and continuous communication channels with all stakeholders



This operational goal consists of two major programs to develop direct communication means through informal meetings between the supreme administration and employees for discussing different social and life aspects of work.

5.5 Developing and updating information technology in the Organization

Providing a dynamic information technology infrastructure in addition to the building and application of pioneering practices in the field of information technology. This includes secure information, credibility, availability and quality. It also includes offering flexible and innovative information technology solutions to promote the performance of the Organization on both local and international levels.

5.5.1 Developing e-services management

Through offering several e-services to all external customers and internal employees, the Organization is seeking to help promote e-government program.

5.5.2 Developing and updating infrastructure

The application of information technology in the institutions and companies is featured by competitiveness and effectiveness through the rapid processing of dealing with applications and offering services at higher accuracy and less cost.

5.5.3 Applying international systems



The General Organization for Youth and Sport is planning to apply local and international administrative systems that help give its services excellence and quality.

5.6 Drawing out a complete system for service management in the Organization

There is a need to renovate and develop an administrative system for the services offered as it is important for ensuring an administratively and financially system of services.

5.6.1 Electronic forwarding of administrative applications

Information and communication technology is considered a real change in the world of management by changing all traditional administrative and service stuff into electronic services. Electronic management helps achieve the optimum use of services at high speed and utmost accuracy so that administrative procedure will become simple and decision making will be made faster. This also helps the administration make plans effectively and make use of work requirements better.

5.6.2 Suggesting risk management system to the facilities under the control of the administration



Crisis and emergency management, either through preparation and readiness and prediction or through dealing with such situations will have the biggest burden on the administration to ensure full protection of facilities and individuals. Therefore, the administration has to make a plan in order to face such emergencies against its facilities. This includes how to evacuate facilities in emergency situations and take the necessary procedures to ensure safety and security.

5.7 Initiative of enhancing the positive image of the Organization in the society

This initiative is one of the supporting pillars for the main work of the General Organization for Youth and Sport through communication and outreaching to the public as well as knowledge exchange. This relationship between the Organization and the public can be improved through various media to help establish the positive attitudes by the society towards the Organization by hosting international championships and increasing youth programs regionally and internationally.

5.7.1 Developing media coverage

This operational goal is of high importance as it includes the establishment of a mechanism to follow up local and international press and TV coverage, in addition to the electronic media programs.



5.7.2 Cooperation and communication with the concerned parties and seeking their opinions for the purpose of developing public relations services

This goal includes creating basic programs to strengthen partnership relations with internal and external customers. It is important for strengthening the relationship between the General Organization for Youth and Sport and the concerned parties through sustainable knowledge exchange.

5.8 Establishing an integrated system for knowledge management

Knowledge management is work done by the Organization for magnifying the efficiency of the intellectual capital. It is a regular and effective process to manage knowledge caches in the Organization to be used for the achievement of goals.

5.8.1 Activating knowledge management

Knowledge management can be activated in three basic steps:

- 1- Defining and sorting tangible or intangible types of knowledge in the Organization.
- 2- Make archiving system to collect non human resources data.
- 3- Working on a mechanism to transfer human knowledge.

5.9 Financial resources management in the Organization

5.9.1 Fixing and activation fixed assets



Coordinating with the Ministry of Finance to agree on the fixed assets system by using FMIS application software and training financial resources staff on the use of the system through the training section in the Ministry of Finance.

5.9.2 Fixing and activating integrated procurement system

Procurement and fixing integrated procurement system through FMIS application software and training financial resources staff on the use of the system through the training section in the Ministry of Finance

5.3.9 Creating a separate code for each section

Coordinating with the Ministry of Finance (Budget Administration) to create a sorting code and account number for each department in the Organization to allocate the budget and expenditure of each section which make accessing reports for each department an easy job.