

PLANNING AND DEVELOPMENT COMMISSION REPORT

Team PDC
November 2020



Planning and
Development
Commission

SUMMARY



Planning and
Development
Commission

1

Funding Activities

2

Collaboration Efforts: Commissions, Continents

3

Federation Management Handbook

4

Social Media Report

5

Other initiatives

6

FUNDING ACTIVITIES

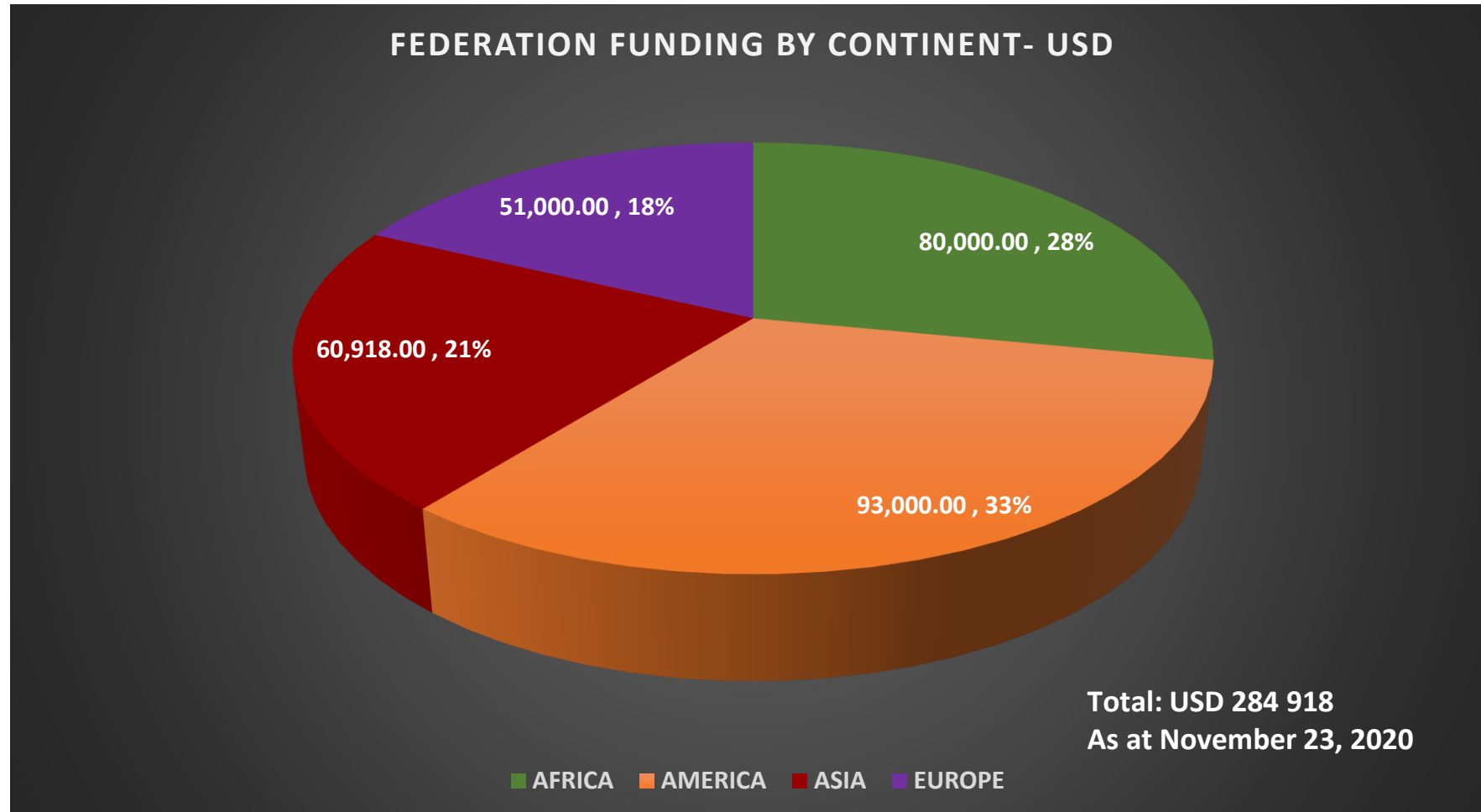


Planning and
Development
Commission



Planning and
Development
Commission

FEDERATION FUNDING ALLOCATION





Planning and
Development
Commission

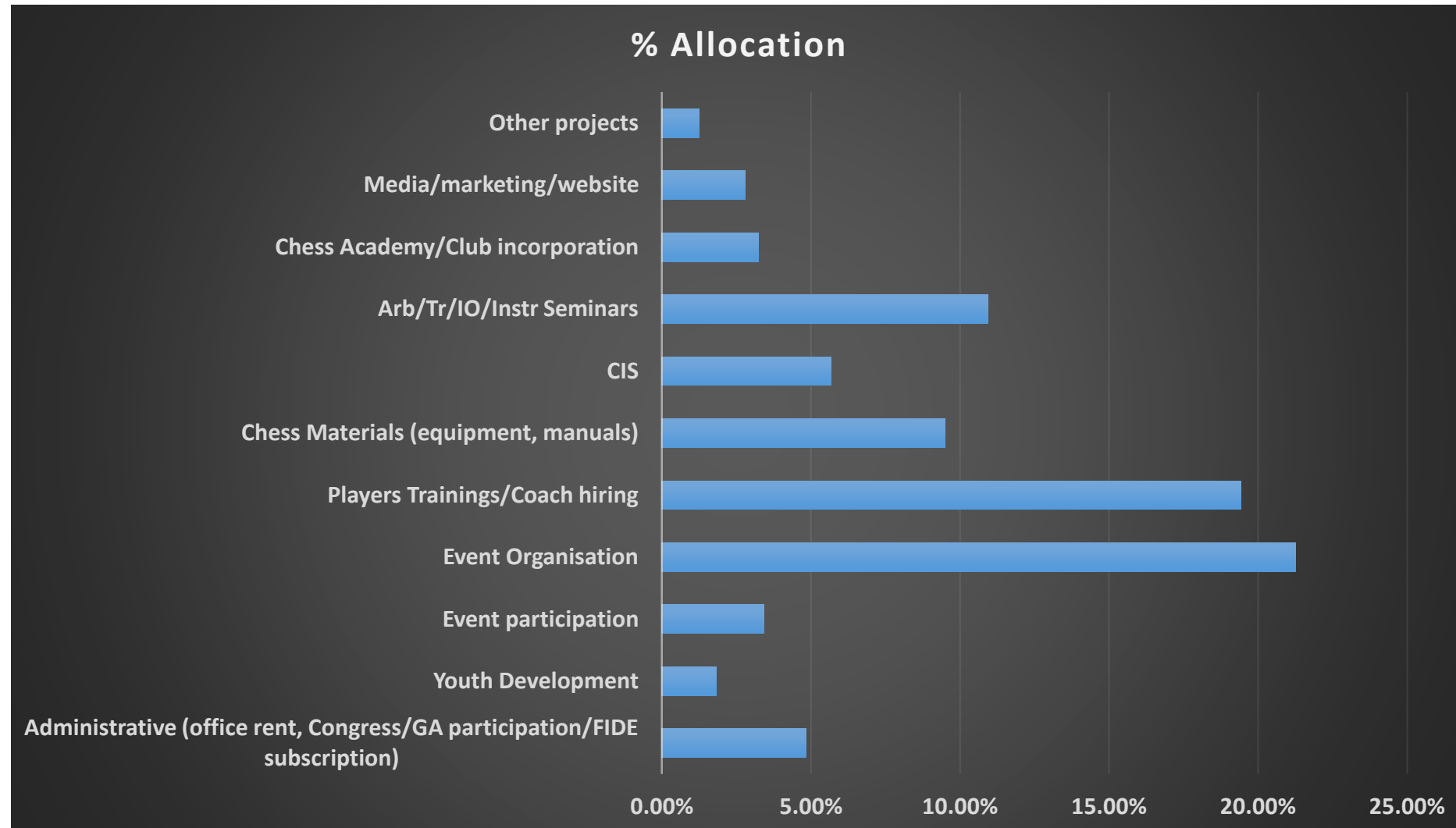
FEDERATIONS

CONTINENT	AFRICA	AMERICA	ASIA	EUROPE	TOTAL
Approved and Funded	Angola	Antigua& Barbuda	Cambodia	Albania	
	Botswana	Bahamas	Guam	Andorra	
	Congo	Barbados	Hong Kong	Belarus	
	Eritrea	Bolivia	Indonesia	Belgium	
	Gambia	Chile	Japan	Iceland	
	Ghana	Colombia	Laos	Kosovo	
	Kenya	Costa Rica	Lebanon	Moldova	
	Liberia	Cuba*	Malaysia	Monaco	
	Madagascar	Guyana	Maldives	Montenegro	
	Malawi	Haiti	Myanmar	San Marino	
	Mauritania	Honduras	Solomon Islands	Wales	
	Mauritius	Jamaica	Timor Leste		
	Senegal	Nicaragua			
	Tanzania	Panama			
	Togo	Paraguay			
	Zimbabwe	Saint Lucia			
		St. Kitts & Nevis			
		Trinidad& Tobago			
		Uruguay			
No. of Feds	16	19	12	11	58
Total Amount	80,000.00	93,000.00	60,918.00	51,000.00	284,918.00



Planning and
Development
Commission

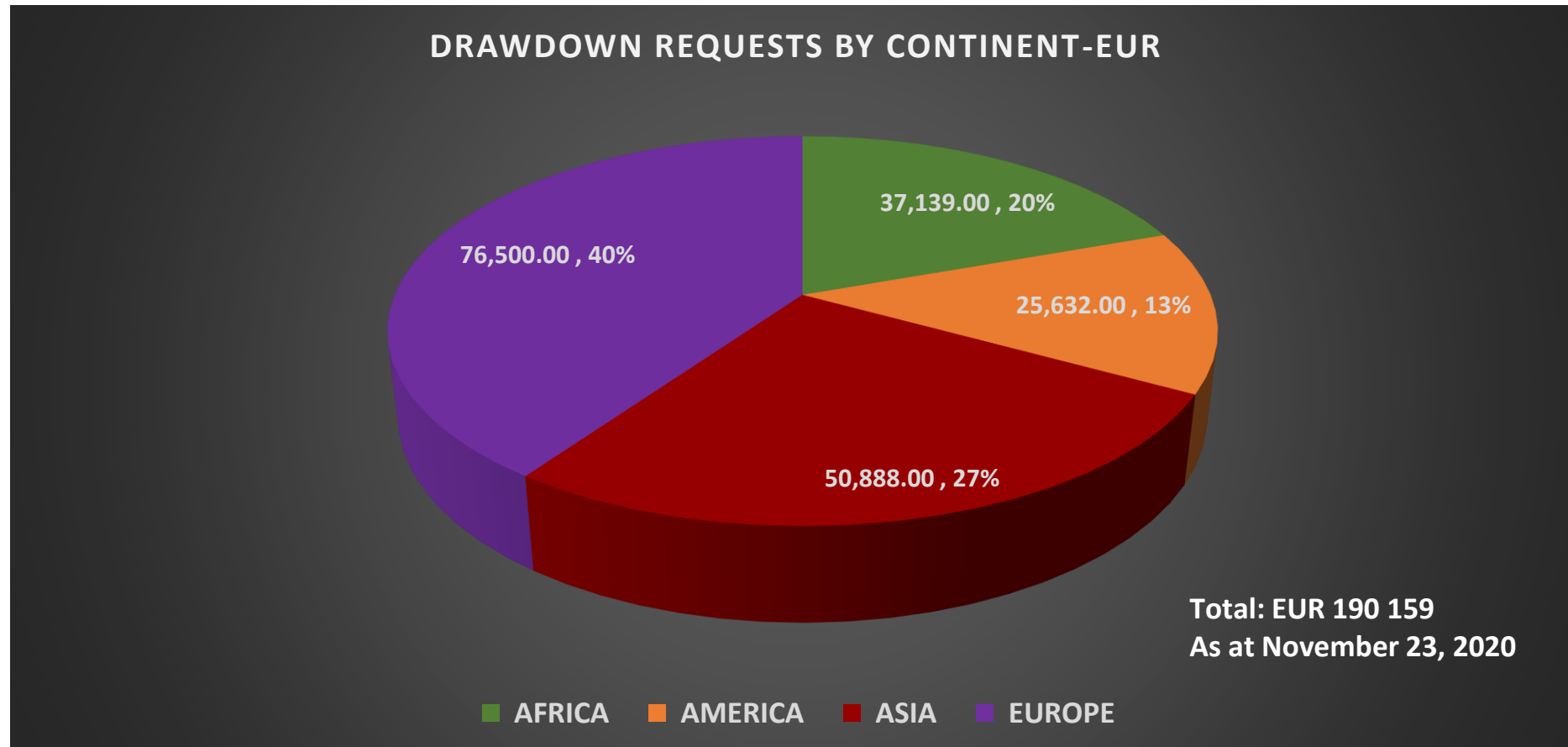
USAGE OF FUNDS BY FEDERATIONS





Planning and
Development
Commission

CONTINENTAL FUNDING



** Europe Funding includes joint Chess in Education Project with FIDE.

COLLABORATION EFFORTS



COMMISSIONS

- WOM Commission: Meetings held earlier in 2020 to discuss how to achieve some of their objectives through collaboration with Continents.

This resulted in successful initiatives with:

- ECU on: Training camps and Trainers, Organisers and Arbiter Seminars
- ACF: Training Camps and trainers' seminars
- CCA: Training Camps



Planning and
Development
Commission

- ARB Commission: Discussions on how to work with Federations to improve the quality of arbiters within the country
- TRG Commission: Explored approaches for training programmes, particularly for developing federations
- Ethics Commission: Collaboration on a Good Governance Workshop to be held during the Zonal Council meeting

CONTINENTS

Discussions held with ECU, CCA and ACF on 2020 plans

FEDERATION MANAGEMENT HANDBOOK



Objective:

To provide a tool which federations can use to effectively manage their federations, especially in transitions of power.

Scope:

Focus is mainly on the management of the Federation. In some cases only a broad overview is given of topics.

It also provides some ideas for building the chess base within the country e.g. via Chess in Schools, Building the Federation Brand, Chess and Social Responsibility, etc....

References made to various commissions for support.



FEDERATION MANAGEMENT HANDBOOK

Approach

- Initial draft prepared by Team PDC (Done)
- Review by targeted Federation Presidents for input (Feedback received from a few federations and changes made)
- Review by other relevant stakeholders: Management Board, Communications...
- Final Draft of content
- Design of publication (Can be done concurrently)
- Publish





Planning and Development Commission

Table of Contents

FIDE PRESIDENT'S REMARKS	5
EXECUTIVE DIRECTOR'S REMARKS.....	5
PDC CHAIRPERSON'S REMARKS	5
INTRODUCTION	5
DEVELOPMENT OF THE SPORT OF CHESS	5
Primary Goal for Federation Development.....	6
Development Levels.....	6
MANAGING THE FEDERATION	7
THEME 1: MANAGEMENT SKILLS – Time to Level Up!.....	7
UNIT 1: COMMUNICATION	7
UNIT 2: LEADERSHIP.....	16
UNIT 3: SOLVING PROBLEMS	19
UNIT 4: MAKING DECISIONS	23
UNIT 5: MANAGING TIME	26
UNIT 6: MANAGING MEETINGS	28
UNIT 7: MANAGING CONFLICT.....	29
THEME 2: MANAGING THE ENVIRONMENT – Setting the Right Context	31
UNIT 8: THE OPERATING ENVIRONMENT OF SPORT ORGANISATIONS	31
UNIT 9: THE IMPORTANCE OF PARTNERSHIP	35
UNIT 9: GOVERNANCE OF CHESS ORGANISATIONS.....	37
UNIT 10: KEY ROLES IN SPORT ORGANISATIONS	50
UNIT 11: CONSTITUTION OF AN ORGANISATION	53
THEME 3: MANAGEMENT OF RESOURCES – Valuing our Assets	55
UNIT 13: STRATEGIC PLANNING.....	55
UNIT 14: MANAGING PEOPLE	59
UNIT 15: ASSESSING STAFF AND VOLUNTEER TRAINING NEEDS.....	64
UNIT 19: SOURCES OF FUNDS	70
UNIT 20: INFORMATION TECHNOLOGY	73
UNIT 21: PERFORMANCE MANAGEMENT AND EVALUATION	77
THEME 4: MANAGEMENT OF ACTIVITIES - Getting it Done!.....	79

PDC SOCIAL MEDIA REPORT



Planning and
Development
Commission



2 PDC Social Media channels

The Facebook logo, consisting of the word "facebook" in white lowercase letters on a blue rectangular background.

facebook

The YouTube logo, consisting of the word "You" in black and "Tube" in white on a red rounded rectangular background.

YouTube

Facebook Page

Objective: To have a platform for PDC information. The commission can inform its target audience in a friendly way.

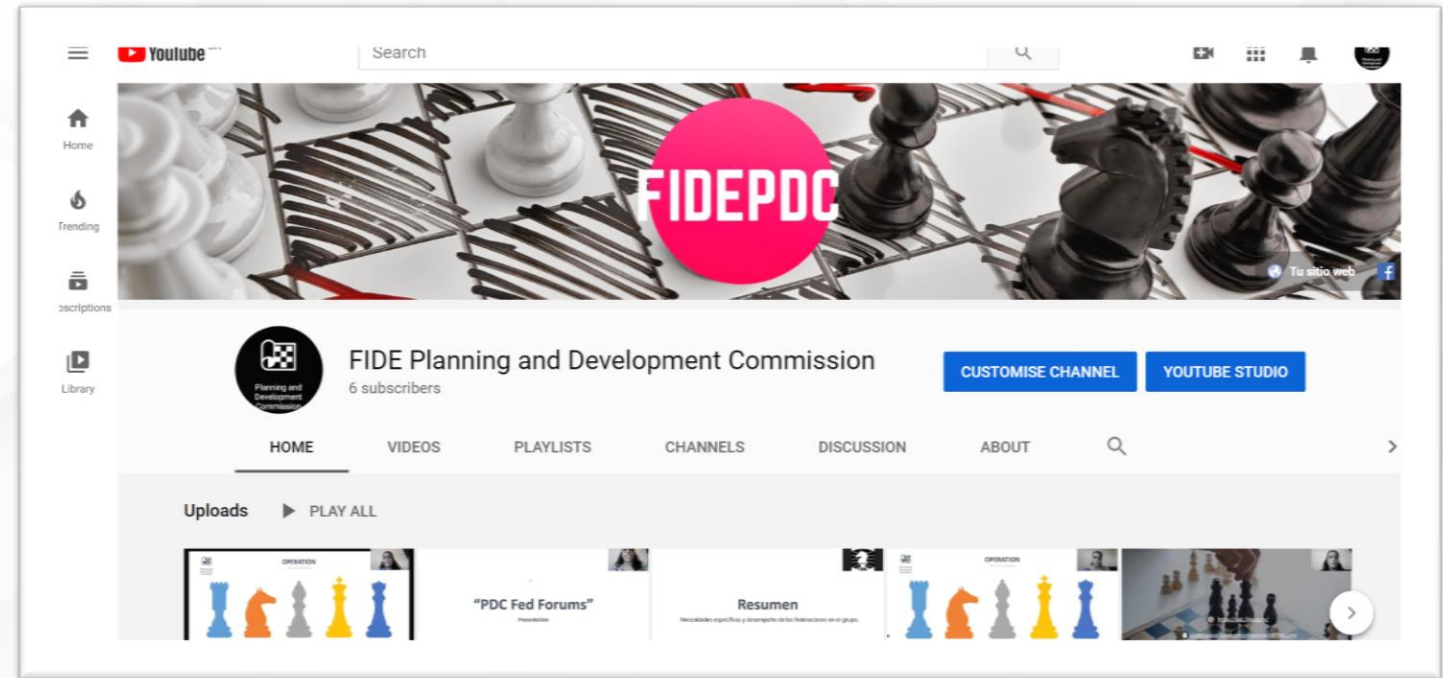
It is the main PDC social media channel.



YouTube Channel

Objective: To have a platform for PDC videos. The target audience can reach them more accessible.

It is a support/tool for Facebook page.





Specific Objectives



Planning and
Development
Commission

Report on PDC
activities



Report on Federation
or Continental activities



Topics related to the
functions of the PDC

FIDE Planning and Development Commission
26 de octubre a las 6:59 · 🌐

What is PDC for? The primary objective of the Planning and Development Commission is the institutional strengthening of the various FIDE arms, including the federations and continental bodies. In pursuit of these objectives, the PDC will focus on the following initiatives:

- Continuation of the development funding programme.
- Delivery of capacity building programmes.
- Design and production of a Federation Management Handbook...

[Ver más](#)




Planning and
Development

FIDE Planning and Development Commission
5 de octubre · 🌐

FIDE unites 195 Member Federations divide in 4 Confederations: African Chess Confederation (ACC), Asian Chess Federation (Asia and Oceania- ACF), Confederation of Chess for Americas (CCA) and European Chess Union (ECU). There is always a PDC member close from your Federation:

America: Sonja Johnson (Chairperson), Fidel Ernesto Gonzalez Chirinos (Councillor / President's Continental Assistant), Carolina Munoz Solis (Secretary), Hal Bond, Luis Perez Carrillo and Erick Hernandez... [Ver más](#)



FIDE Planning and Development Commission
7 de octubre · 🌐

Continental Fund. A part of the Development Fund also goes to Continental Confederations: Africa (ACC), Asia (ACF), America (CCA) and Europe (ECU). This allows achieving one of the ultimate aims of PDC: the institutional strengthening of the Federations, the Continental Bodies and FIDE. This year, the projects are online: seminars, tournaments, training camps, webinars and others. For more information visit: <https://pdc.fide.com/continental-drawdown-requests/> #FIDE #FIDEPDC #... [Ver más](#)



About PDC



Planning and
Development
Commission

 **FIDE Planning and Development Commission**
12 de octubre · 🌐


Do you want to know more about [#FIDEPDC](https://pdc.fide.com/pdc-reports/) activities? Check out 2020 reports: <https://pdc.fide.com/pdc-reports/> [#FIDE](#) [#chess](#)

 Planning and Development Commission

2020 REPORTS

#FIDEPDC




 **FIDE Planning and Development Commission**
14 de octubre · 🌐

For 2020, a total of 43 federations have been approved for development funding totalling US\$ 215 000 (September 17th 2020): 35% for America, 30% for Africa, 19% for Europe and 16% for Asia. For more information visit <https://pdc.fide.com/federations-approved-or-funding/> [#fide](#) [#fidepdc](#) [#chess](#)

FIDE DEVELOPMENT FUND

FEDERATIONS

 Planning and Development Commission

 **FIDE Planning and Development Commission**
16 de octubre · 🌐

For 2020, a total of 18 drawdown requests have been made by continents. The values that have been approved for development funding total EUR 103 049 as of September 17, 2020: 58% for Europe, 27% for Africa, 11% for Asia and 4% for America. For more information visit: <https://pdc.fide.com/continental-drawdown-requests/> [#fide](#) [#fidepdc](#) [#chess](#)


FIDE DEVELOPMENT FUND

CONTINENTS


 Planning and Development Commission

FIDE Planning and Development Commission
5 de noviembre a las 6:34 · 🌐


We had a very nice meeting with the Arbiters Commission, changing information and ideas about next projects #FIDE #GensUnaSumus



Planning & Development Commission



Arbiters Commission




FIDE Arbiters' Commission
5 de noviembre a las 4:59 · 🌐

<https://arbiters.fide.com/news/5715>

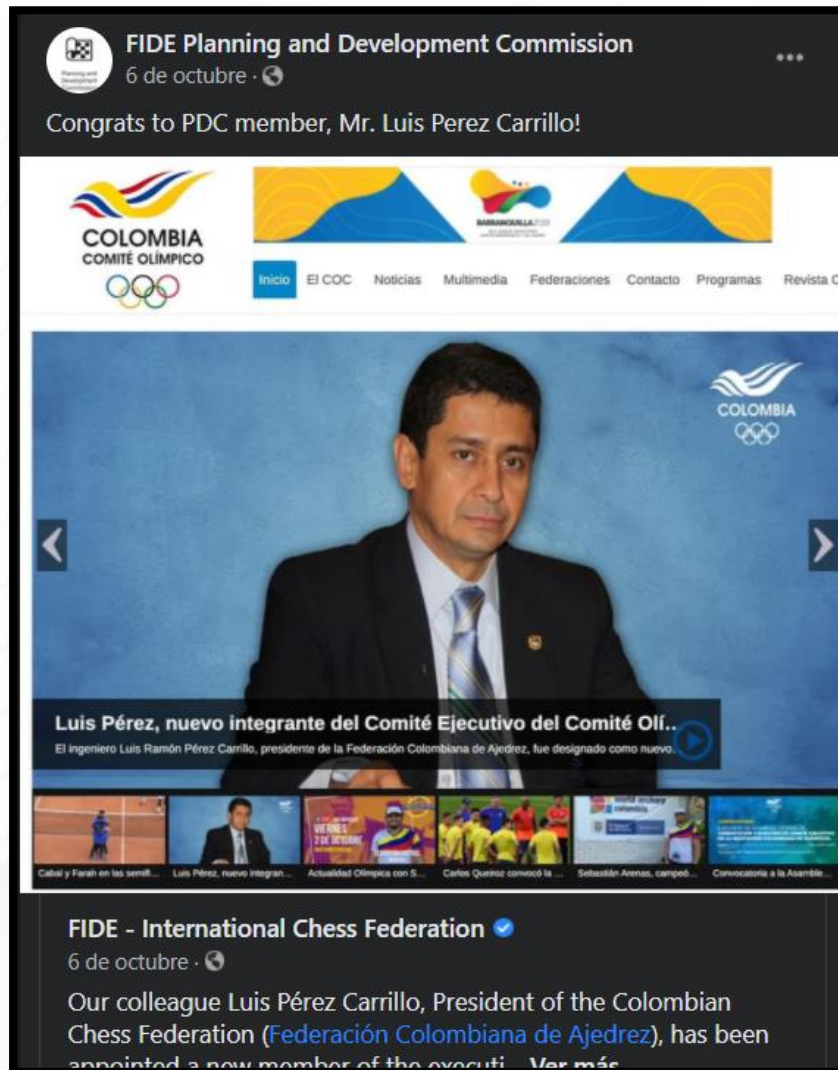
FIDE Planning and Development Commission
23 de octubre · 🌐

Team PDC met today! We talked about the Commission projects: Development Funding, Federation Manual, Online submissions and approvals of funding requests and Zonal Council meeting. #fide #fidepdc #teampdc



PDC Meetings







FIDE Planning and Development Commission está con
Ronald Zarza Pelissier.

19 de septiembre · 🌐

PDC Congrats to Paraguayan Chess Federation. On September 21st, chess classes will begin on Paraguayan television!! FIDE is one of the institutions who support the project, thanks to its Development Fund. Classes will be in the Spanish language. Do not miss it!! #FIDE #FIDEPDC #chessinschool #chessintv #ajedrez #ajedrezparaguayo



Élite Academia de Ajedrez

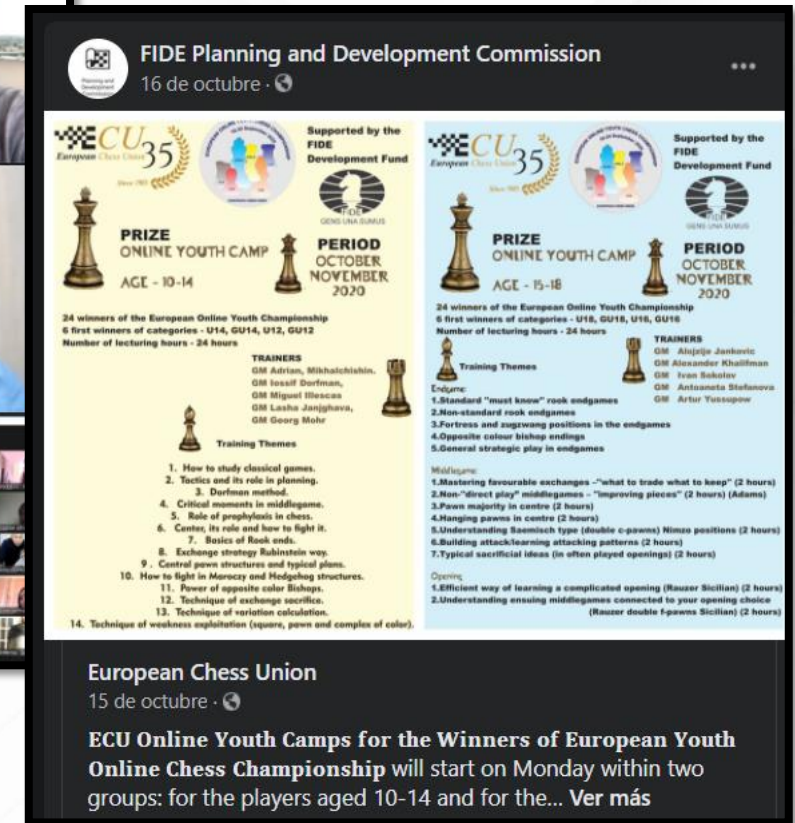
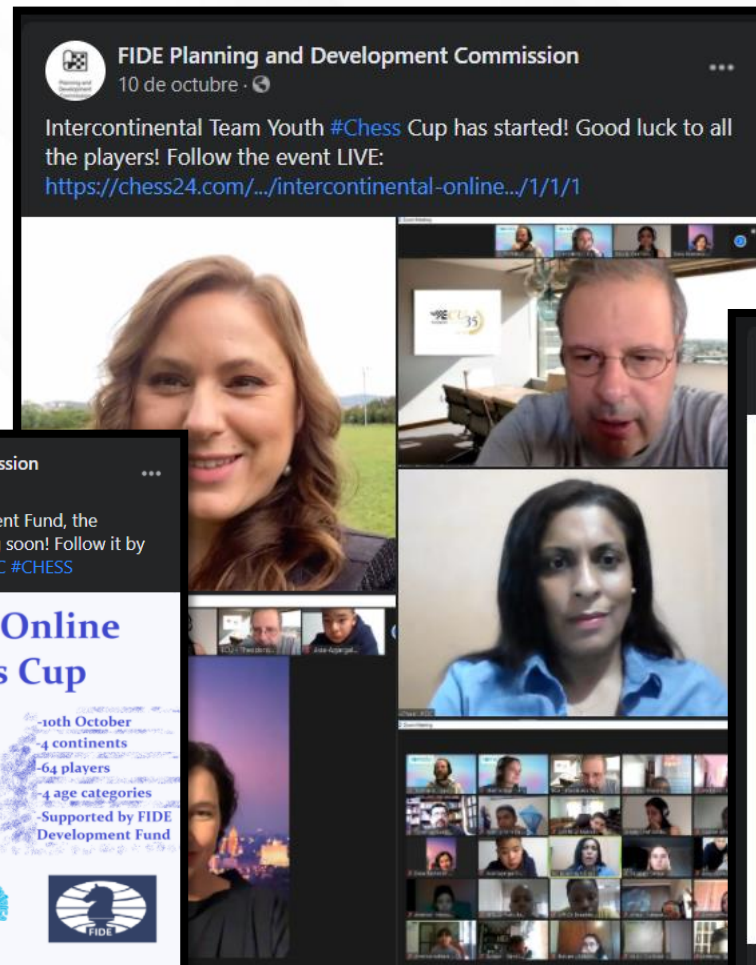
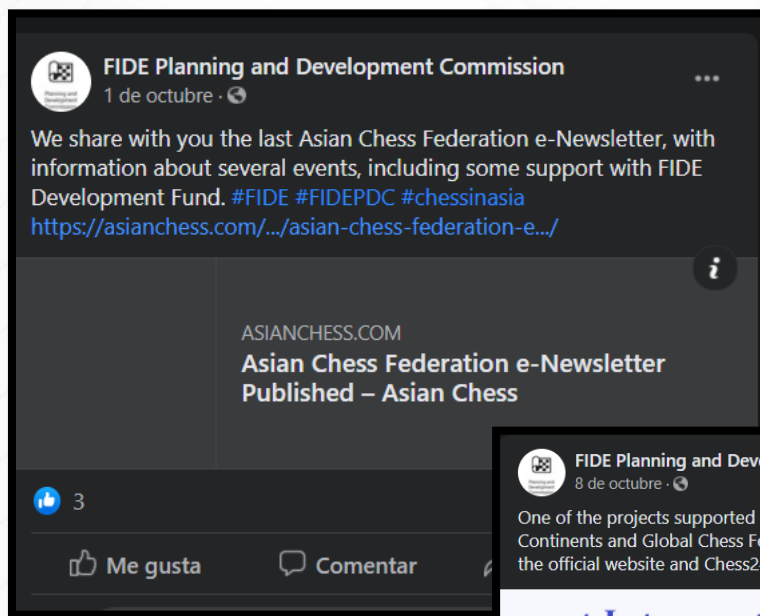
18 de septiembre · 🌐

POR PRIMERA VEZ UN PROGRAMA EXCLUSIVO PARA CLASES DE AJEDREZ EN LA TELEVISIÓN PARAGUAYA!!

CON ENORME SATISFACCIÓN ANUNCIAMOS QUE EL LUNES 21 DE SEPTIEMBRE INIC... [Ver más](#)

Report on Federations' activities supported by the FIDE Development Fund.





Report on Continental activities supported by the FIDE Development Fund.



Specific Objective

Inform or Educate Federations about important topics such as Administration, Governance, FIDE and Federations structure and so on.



Topics related to the
functions of the PDC

FIDE Planning and Development Commission
21 de septiembre · 🌐

When your federation requests funds from #FIDEPDC, one of the documents it must fill out is Appendix B; in which you must establish the objectives of the project/event. Remember: your goals must be SMART. #FIDE #SMART

WORKING TOWARDS SMART GOALS
SMART is an acronym that you can use to guide your goal setting.

FIDE Planning and Development Commission
25 de septiembre · 🌐

What are Deliverables? The deliverables are the quantifiable goods or services that the Federation must provide upon the completion of the project supported by the FIDE Development fund. #FIDE #FIDEPDC #AppendixB

"Deliverable is any product, result or ability to provide a unique and verifiable service that must be produced to complete a process, a phase or a project."

PMBOK, 5TH EDITION

FIDE Planning and Development Commission
23 de septiembre · 🌐

In the PDC funding application, Appendix B, the Federation should indicate the budget for the project /event. In the last 90th FIDE Congress, #PDCTeam guided about this and other interest topics. See the slides in this link: https://pdc.fide.com/.../pdc-hosts-successful-federation... #FIDE #FIDEPDC


APPENDIX B

How to do a budget?

Planning and Development Commission

FIDE Planning and Development Commission
28 de septiembre · 🌐

Key Performance Indicators (KPIs) are the critical (key) indicators of progress toward an intended result. The National Chess Federation is required to measure the effectiveness of its programmes using the #KPIs listed by #PDC in Appendix C or any additional #KPIs that it considers to be relevant.

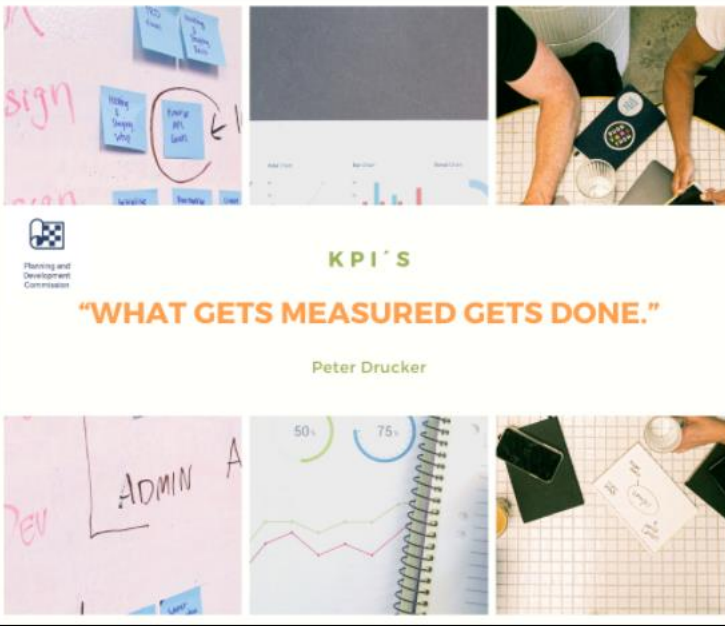


FIDE Planning and Development Commission
30 de septiembre · 🌐

3 reasons why you should use #KPI's:


1. Provide a focus for strategic and operational improvement.
2. Create an analytical basis for decision making.
3. Help focus attention on what matters most.

For more information visit: <https://kpi.org/KPI-Basics>



FIDE Planning and Development Commission
2 de octubre · 🌐

"KPIs can be categorized into several different types: Inputs measure attributes (amount, type, quality) of resources consumed in processes that produce outputs. Process or activity measures focus on how the efficiency, quality, or consistency of specific processes used to produce a specific output; they can also measure controls on that process, such as the tools/equipment used or process training. Outputs are result measures that indicate how much work is done and define what... Ver más



Funding request- KPI's



FIDE Planning and Development Commission
9 de octubre · 🌐

The annual FIDE Congress consists of meetings of the General Assembly, the Council, the Commissions and the Zonal Council. 2020 meeting will be held online in the following dates:

- FIDE Commissions meetings: December 1-3, 2020.
- FIDE Council meeting: December 4, 2020
- FIDE Zonal Council meeting: December 5, 2020.... [Ver más](#)

[HTTPS://PDC.FIDE.COM/](https://pdc.fide.com/)

DO YOU KNOW?




 Planning and Development Commission

FIDE Planning and Development Commission
19 de octubre · 🌐

[#FIDE](#) work is support by 18 Commissions who are in charge of different areas (<https://www.fide.com/directory/commissions>). One of those is the Planning and Development Commission (PDC). FIDE has delegated the management of the Development Fund to the [#PDC](#). Our ultimate aim is the institutional strengthening of the Federations, the Continental Bodies and FIDE. For more information, visit <https://pdc.fide.com/>.

<https://pdc.fide.com/>

FIDE.COM
Commissions

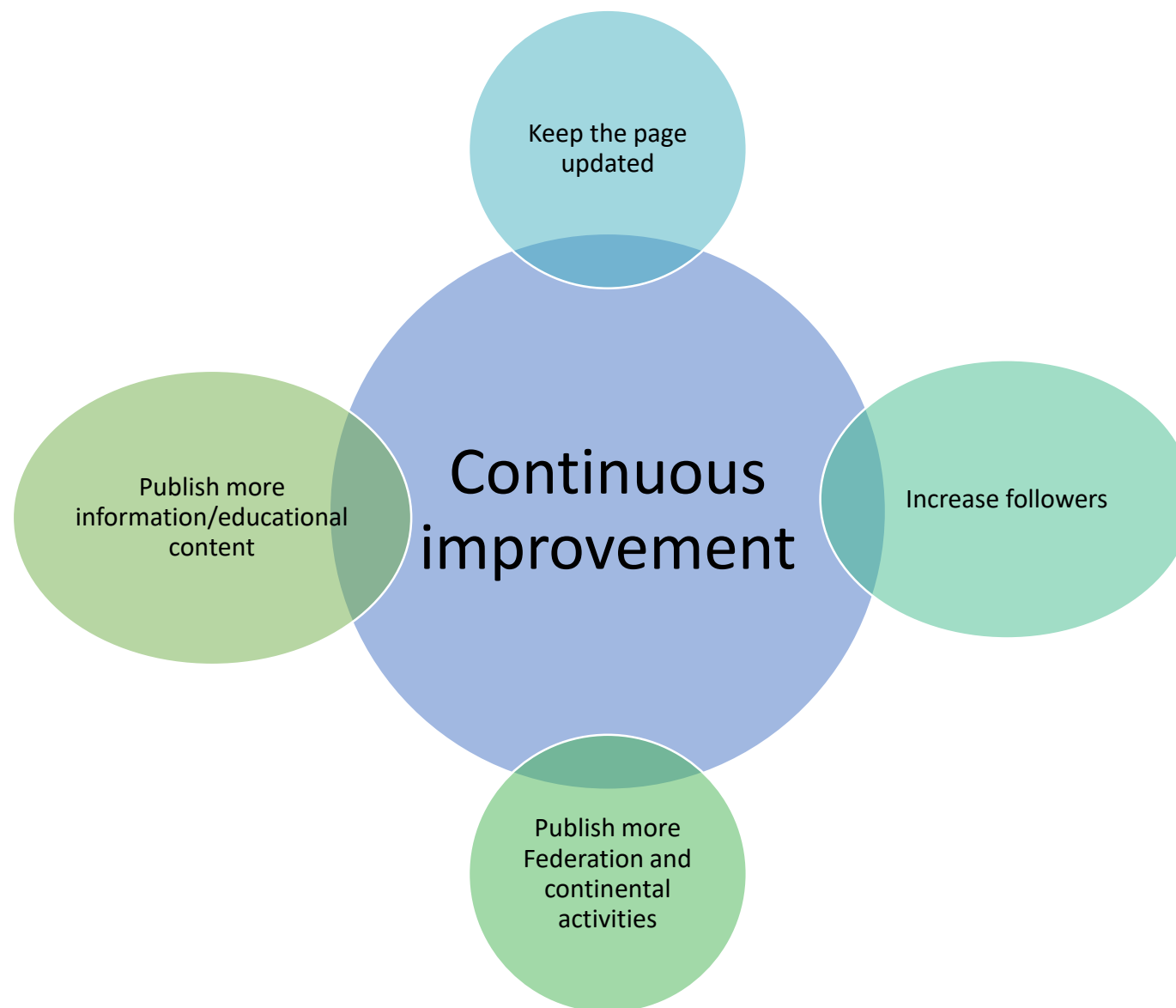


FIDE Planning and Development Commission
Hace un momento · 🌐

One Good Governance dimension is Democratic processes. Among other principles, the organisation most ensures the participation of athletes in its policy processes. With this in mind, FIDE approves electoral regulations for the Athletes Commission, which first members will be elected next December. Federations can send their candidatures until December 3rd, 2020. For more information visit: <https://www.fide.com/news/815>

**FIDE
ATHLETES
COMMISSION**
2020 Elections





OTHER INITIATIVES



OTHER INITIATIVES

- The development of a resource area on the PDC website as a repository for relevant and useful tools and information for federations. The Federation Management handbook will also reside in this area.
- Active participant in FIDE's Corporate Social Responsibility Task Force
- Co-organiser of first Zonal Council Meeting on December 5, 2020
- The Design of an online application and processing platform for funding applications, with priority given for Federation submissions.'
- As suggested prior, FIDE needs to develop a **Strategic Plan**. This must include FIDE's vision, mission, values, strategic goals and other key elements. Team PDC is willing to share a possible approach to complement the areas already shared by PDC Councillor, Tshepiso Lopang.
- The PDC Fed Forums, absolutely shows the need **to engage our members in a meaningful manner!** The PDC will continue doing this using varying formats.



Planning and
Development
Commission

PDC CONTACTS



<https://pdc.fide.com/>



planninganddevelopmentsecretary@fide.com



[FIDE Planning and Development Commission](#)



Planning and
Development
Commission

Thank you!

@FIDEPDC



Planning and
Development
Commission