



# TECHNICAL STRUCTURE

2011

## **RATIONALE FOR REVISION OF GCG TECHNICAL PROGRAM STRUCTURE**

### ***To develop a clear, consistent structure for all GCG program committees and constituent groups***

- process for decision-making
- committee structure and representation
- process for consultation
- process for communication

### ***To facilitate communication, consultation and collaboration within GCG***

- between GCG staff
- between GCG and P/T partners
- between Provinces/Territories
- between and across all disciplines

### ***To create a structure that supports strategic development of gymnastics across Canada***

- a clear and consistent voice for GCG across Canada
- sharing and adopting best practices and programs
- harmonized policies and procedures across all program areas
- improved transparency and comprehension of the organization
- ongoing development of all gym disciplines within an LTAD framework
- ongoing development of national programs/events

### ***To streamline and harmonize efforts within the GCG office***

- increased efficiency by minimizing duplication of effort
- decrease costs by combining efforts and sharing resources
- sharing and adopting best practices between program staff

## **DEFINITION OF THE FUNCTIONS OF EACH GROUP**

The GCG technical structure identifies specific functions for different groups within the organization.

### **Decision-Making Function**

- Has the responsibility, authority and accountability for making decisions in the best interest of national program development, in line with the GCG strategic plan and corporate goals

### **Advise and Assist Function**

- Has the responsibility to provide expert advice to decision-makers on program-specific topics, and to support the development of program initiatives
- Maintains a global, unbiased perspective towards optimal development of gymnastics in Canada, in line with the GCG strategic plan and corporate goals

### **Management Function**

- Has a clear focus to design, develop and manage program-specific initiatives and/or activities
- Has a high degree of task-specific skills and expertise

### **Consultation and Communication Function**

- Has the responsibility for communicating and articulating opinions related to initiatives, activities and regulations within a discipline

## **REALIZATION OF THE STRUCTURE WITHIN A PROGRAM AREA**

The degree to which the technical structure will be implemented within a discipline will depend on the stage of development and specific needs of the discipline.

- As a minimum, each discipline will have a Program Committee and Assembly.
- A discipline with a national competitive program will require a Judging Development Working Group
- A discipline with a national team program will require a National Team Coaches Council.
- The addition of a Brevet Judge Council and P/T Judging Chairpersons Council will be at the discretion of each discipline

## **GCG TECHNICAL PLENARY**

The Technical Plenary will be an activity that provides an opportunity for consistent, current communication with constituents from all the competitive disciplines, coaching education and Gymnastics for All. A Technical Plenary session will be held each year during AGM.

**Purpose:**

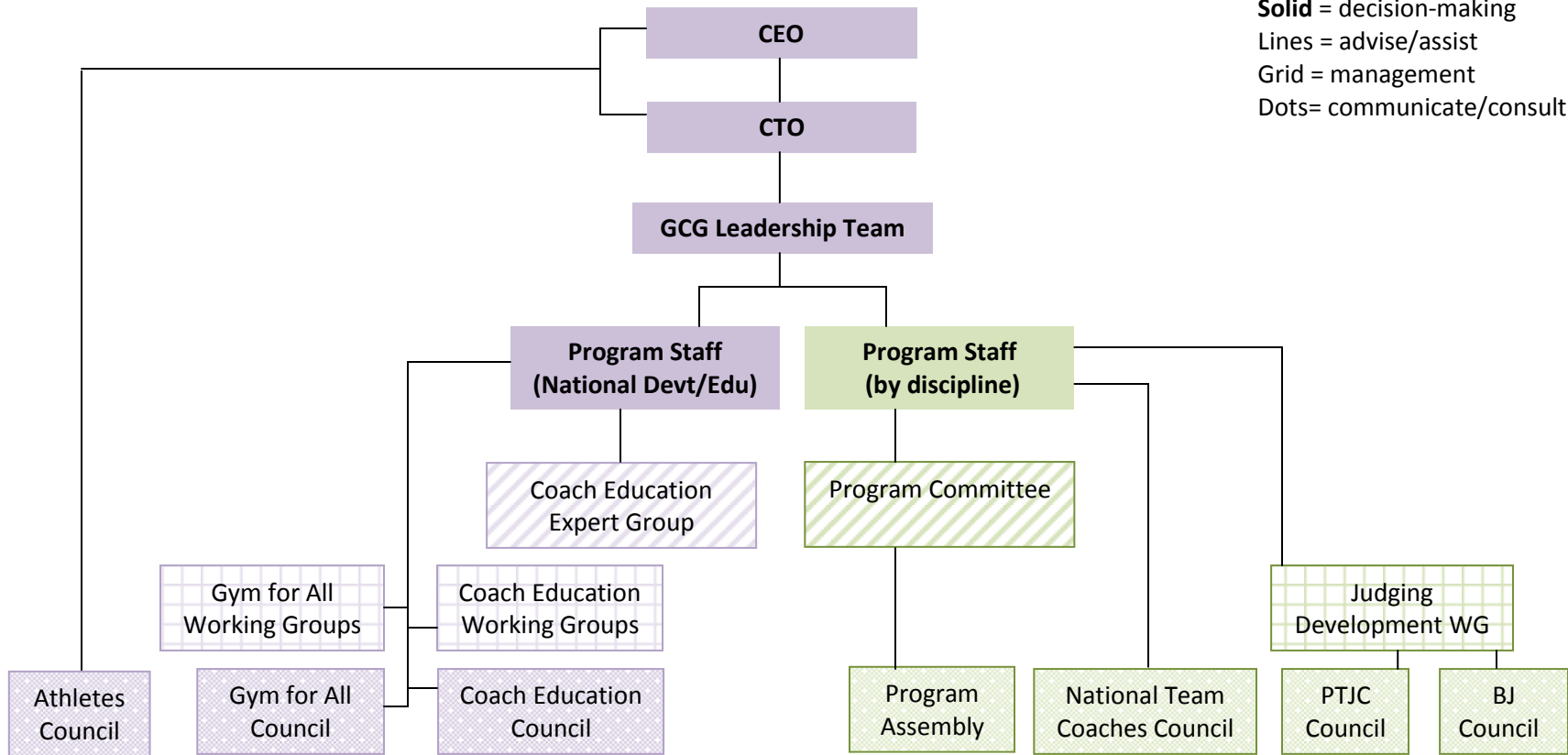
- To facilitate communication and interaction between the GCG program areas
- To ensure consistent distribution of information on topics of a sport technical nature that are common to all program areas
- To gather feedback on specific topics at the request of the CTO

**Participants in the Technical Plenary will include:**

- GCG Program Committees
- Coaching Education Expert Group
- Program Assemblies
- Provincial/territorial technical staff
- Gymnastics for All Council
- Coach Education Council
- Chief Technical Officer (chair)

## OVERVIEW OF GCG TECHNICAL PROGRAM STRUCTURE

**Multidiscipline**  
**Discipline-specific**  
**Solid** = decision-making  
 Lines = advise/assist  
 Grid = management  
 Dots = communicate/consult



## **1. DECISION MAKING FUNCTION**

### **GCG Program Staff**

- Responsible for management and direction of the program
- Makes final decisions on all program-related areas, following any consultation that is needed
- Ensures communication, sharing and collaboration within the program
- Generally considered to be the program expert, with the best perspective of national program needs; can make decisions without bias or conflict of interest and can justify these decisions
- HPD and NC report to Program Director
- Program Directors report to CTO
- Accountable to the President/CEO for the results of their decisions

### **GCG Leadership Team**

- Consists of Program Directors, Event Coordinator, CEO and CTO (Chair)
- Meets monthly or as needed
- Responsible for final decisions on joint program areas, ensuring in-office communication, sharing and collaboration, and streamlining efforts in areas of common interest
- Decisions are made in the best interest of the development of gymnastics in Canada, in line with the GCG strategic plan and corporate goals
- Accountable to the President/CEO for the results of these decisions

## **2. ADVISE AND ASSIST FUNCTION**

### **Program Committee (by discipline):**

A consultative, non-voting committee comprised of experts in the program area and program staff. The committee works collaboratively, and maintains a global perspective towards optimal development of the discipline across Canada, in line with the GCG strategic plan and corporate goals. The program committee meets 2-6 times per year, through a combination of face-to-face and telephone meetings. Specific issue correspondence may be conducted electronically. The program committee may consult with other groups where additional input is needed on specific topics.

#### **Role:**

To advise and assist in the following areas:

- Setting program goals and objectives that contribute to the long-term success of Canadian gymnastics, while respecting the principles of LTAD.
- Development and implementation of multi-year plans
- Development of technical programs and regulations, selection processes, practices and procedures
- Support the program director in the development and implementation of program initiatives
- Other topics or issues as brought forward by the program director

#### **Structure:**

- Program Director (chair)
- All NC/HPD/NT Advisors
- Chair of Program Assembly
- 1 member elected by the program assembly
- 1 member elected by the NT Coaches Council
- 1 active judge appointed by the program committee on the recommendation of the program director
- Up to 3 members appointed by the program committee on the recommendation of the program director
- Any Canadian member of the FIG Technical Committee for that discipline
- 1 member from the Athletes' community\*

#### ***\*Athlete member***

- *Minimum of 18 years old*
- *Resident of Canada*
- *Active member of a GCG Senior National Team or retired member Senior National Team (on NT for at least 2 years)*
- *Ability to make a meaningful contribution to the workings of the committee, from the perspective of an athlete*
- *Appointed by the program committee on the recommendation of the program director*
- *Is automatically a member of GCG Athletes Council*

**Coach Education Expert Group (multidiscipline)**

A consultative, non-voting group comprised of identified experts and technical staff from each program area. The structure of the group is flexible to reflect the range of coaching education expertise that is required for a range of topics. The expert group works collaboratively, and maintains a global perspective regarding the development of coaching education programs in Canada. The Expert Group meets as needed, either in person or electronically. Given that the members of this group may vary from one meeting to the next, it is the responsibility of the ND/EP Director to ensure continuity and to identify the expertise that is required for various projects.

**Role:**

- Ensure clear linkages between the National Coaching Certification Program, the LTAD framework, and the national team program for each discipline
- Assist in setting technical program goals and objectives that contribute to long-term coach development.
- Advise in the development and implementation of the multi-year plan for Education Programs
- Assist in the development of NCCP regulations, policies and procedures
- Oversee the development of program initiatives
- Establish and set the terms of reference for working groups, on an as-needs basis

**Experts:**

- Education Program Director (Chair)
- NC/HPD from each discipline
- Experts from Gymnastics For All community
- Experts in Coaching Education
- Individuals with specific expertise appointed on an as-needs basis
- CAC Consultant

### **3. MANAGEMENT FUNCTION**

#### **Judging Development Working Group (by discipline)**

This working group is responsible for the design, development and ongoing management of the judging program within each discipline. It is a perpetual, hands-on working group that is chaired by the Program Director or designate. Members of the group are selected according to the skills and qualities that will best contribute to the development of the Canadian judging program. The group would meet 4-6 times during the year, with expectations that each member would be responsible for managing specific portfolios.

#### **Role:**

To act in an advisory role to the Program Director in the following areas:

- Create and manage a judging development model for the recruitment, training and evaluation of judges in Canada
- Plan the curriculum of judge training and evaluation, and supervise judge certification activities
- Maintain records of the participation and rating of all judges
- Develop and uphold the guidelines and principles for judging assignments
- Develop regulations, systems, processes, practices and procedures
- Work in collaboration with the Brevet Judges Council and P/T Judging Chairpersons Council (where this group exists)

#### **Composition:**

- Program staff (or designate) (chair)
- Chair of Brevet Judges Council
- Any Canadian member of a FIG Committee
- Up to 4 additional members, one of whom must be a brevet, appointed by the Program Committee on the recommendation of the Program Director,

#### **Program-specific Working Groups (multidisciplinary or by discipline)**

Within a discipline, the Program Director may designate one or more working groups, each with the responsibility for design, development and management of specific projects. These may be short or long term working groups, with members selected according to the skills and qualities that will best contribute to the development of gymnastics in Canada. Each group would meet as needed, according to the timelines and priorities of the specific project. The working group reports to its respective Program Director. Examples of working groups include:

- Coaching Education Working Groups
- Gymnastics for All Working Groups

#### **4. COMMUNICATE AND CONSULT FUNCTIONS**

Groups with communicate and consult functions fall into two categories: **Assemblies and Councils**. An Assembly is primarily consultative but has a secondary decision-making function related to approving technical regulations. A Council is purely consultative with no decision-making function. Both bodies provide a venue for members to articulate concerns and issues.

##### **PROGRAM ASSEMBLIES (by discipline):**

A group of representatives from each provincial/territorial office that provides expertise within one of the gymnastics disciplines (currently MAG, WAG, RG and TG). Each Assembly meets once per year, during the AGM, during which the assembly approves technical regulations, and elects members to the program committee. The Chair of the Assembly is elected by the Assembly, and is automatically a member of the respective program committee.

##### **Role:**

- Provide input and general direction on domestic competitive programs (outside of national team) that are used by a majority of provinces/territories
- Provide input on other topics at the request of the program committee
- Approve the changes to the technical regulations
- Facilitate communication between GCG, the P/T and the clubs
- Elect members to the program committee

##### **Composition:**

- One member per P/T Association (voting)
- Program Committee (non-voting)
- 1 Chair of Assembly (non-voting)

##### **COUNCILS:**

##### **Coaching Education Council (multidiscipline)**

Coaching Education Council is a consultative group of representatives from each provincial/territorial office that meets once per year, during the AGM. This Council provides consultation related to the ongoing development and implementation of the NCCP. The Council is chaired by the ND/EP Director.

##### **Role:**

- Provide input and general direction on development and implementation of the NCCP
- Facilitate communication between GCG, the P/T and the clubs

##### **Composition:**

- One member per P/T Association
- Program Staff

##### **Gymnastics for All Council (multidiscipline)**

Gymnastics for All Council is a consultative group that brings together P/T representatives for the ongoing development of Gymnastics for All programs and activities. This group meets once per year, during AGM.

##### **Role:**

- Provide input and expertise on a range of topics as requested by the National Development/Education Program Director

##### **Composition:**

- One member per P/T
- National Development/Education Program Director (chair)

### **Athletes Council (multidiscipline)**

The Athletes Council is a consultative group consisting of the athlete members from each program committee, the athlete member on the GCG Board, the CTO and CEO.

#### **Role:**

- To provide consultation to the CEO and CTO on topics that relate to athlete servicing.
- A full description of the role of this Council is TBD

#### **Composition:**

- Athlete member from each Technical Program Committee
- Athlete member from the GCG Board of Directors
- CEO
- CTO

### **National Team Coaches Council (by discipline)**

National Team Coaches Council is a consultative group consisting of the coaches of all current Senior NT members, as well as coaches of current Junior and Age Group/Youth NT members. The number of Junior and Age Group/Youth coaches on the Council may vary between disciplines. The Council meets twice a year, during Canadian Championships and Elite Canada. Consultation may also occur through other means.

#### **Role:**

To provide consultation to the NC/HPD and Program Director in the following areas:

- the general direction of the NT program
- annual NT training and competition plans
- short and long term performance objectives
- selection criteria for carding, national team selection and major team events
- election of one member to the respective program committee (one vote per club)

#### **Composition:**

- NC/HPD (chair)
- NT Advisors
- All coaches of current Senior NT members
- Designated coaches of current Junior, Age Group or Youth NT members (as determined by discipline)
- Program Director

### **Judges Councils (by discipline)**

Judges Councils are consultative groups that focus on specific judging needs within a discipline. The number of councils will be a function of the particular needs of each discipline.

#### • **Brevet Judges Council**

Brevet Judges Council is a consultative group consisting of all active Canadian Brevet judges within a discipline. The chair is elected by the council and from within the council. The council supports the work of the national team coaches and athletes, as requested. The BJC meets twice a year, at Canadian Championships and Elite Canada.

#### **Role:**

- Provide input and expertise on a range of topics as requested by the Judging Development Working Group
- Work on portfolios related to judging development programs

#### **Composition:**

- All qualified and current active Brevet judges in Canada

- **Provincial/Territorial Judging Chairpersons Council**

The PTJCC is a consultative group that helps ensure clear linkages between provincial and national programs within the discipline. The Council meets once per year and is chaired by a designated member from the Judging Development Working Group.

**Role:**

- Provide consultation to the Judging Development Working Group on national judging development issues
- Assist in aligning provincial judging development programs with national programs

**Composition:**

- P/T judging Chairpersons (by discipline)
- 1 member from the Judging Development Working Group (Chair)

## **5. OTHER FORUMS**

Other forums may be identified to assist with communications and/or consultation. These forums do not appear on the GCG structure, and are organized at the discretion of GCG staff to meet specific needs. Examples could include:

- **Technical Directors' Forum (multidiscipline)**

*(for the purpose of enhancing communication, consultation and sharing between GCG and P/T technical staff)*

- **Domestic Coaches Consultation Group (by discipline)**

*(for the purpose of enhancing communication/consultation between GCG and national level coaches at Canadian Championships and Elite Canada)*