



Making a positive difference

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ZOC STRATEGIC PLANNING PROCESS WORKSHOP 17-19 SEPTEMBER – (2021 TO 2025)

The Zimbabwe Olympic Committee is set to have its planning workshop this weekend in Harare (17th to 19th September) to develop the 2021-2025 strategic plan. Forty delegates representing different ZOC stakeholders are expected to attend this crucial 3-day process meant to shape the future of Olympic sport in the country.

The new strategic plan will yield a shared vision, core values as well as spell out clear strategic priorities and objectives among its members and key stakeholders, setting the ZOC on a new trajectory with Paris 2024 and Los Angeles 2028 in mind. With the next Olympic Games only three years away, the new ZOC leadership is hitting the ground running, hence the move to establish a new road map for the organization, replacing the 2016 – 2020 strategy.

ZOC President Thabani Gonye had this to say about the current strategic planning initiative, “We need to do some self-introspection, analyse the state of sport in the country and the operating environment to find lasting integrated solutions to actual or potential challenges we face, tap into opportunities and strengths so that we can achieve our set strategic objectives in the short, medium and long term.” He continued, “this Strategic plan will act as a compass for the NOC on a drive towards its shared vision in making decisions on allocating its resources to athletes and member federations to pursue this strategy focus areas. We will ensure that it is implemented to the letter with controls, monitoring and evaluation mechanisms and tools guiding the implementation of the strategy.”

Delegates to the strategic planning workshop have been drawn from various ZOC stakeholders including the Ministry of Youth, Sport, Arts and Recreation, Sport and Recreation Commission, Affiliated National Federations, Athletes, Olympians, National Anti-Doping Commissions and the ZOC Board and Secretariat.

Sports consultant Robert Mutsauki who has been engaged by the ZOC to facilitate the development of this strategic plan emphasised the need to follow due process or best practice to ensure that a sound and credible strategy is formulated at the end of the day. The development of a strategic plan ought to be an inclusive and consultative process to ensure ownership and buy-in by members and other stakeholders.



The strategy development process started with the review of the implementation of the 2016 – 2020 strategic plan last November. This was followed by a stakeholder questionnaire survey and the responses have been collated into a 20-page report. A recent focus group session also yielded a summary of SWOT and PESTEL factors which can impact on organizational performance. Eight team leaders have been taken through their paces by the consultant and will lead break-away sessions to develop different elements of the strategic plan during the workshop. – **ENDS-**