

A close-up photograph of a hand moving a dark chess piece on a blue and white checkered board. Several other chess pieces are visible in the background, some in focus and some blurred. The text 'PDC FED FORUM' is overlaid in white, bold, sans-serif font.

PDC FED FORUM



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Commission



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AGENDA

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Welcome

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Fed Forums

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Objectives, Deliverables and KPIs.

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Capacity Building

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Concluding Remarks

FED FORUM 2021

Introduction



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OBJECTIVES

01

Determine the specific needs of the federations in that group.

02

Provide feedback on the performance of federations based on reports submitted as a result of prior funding.

03

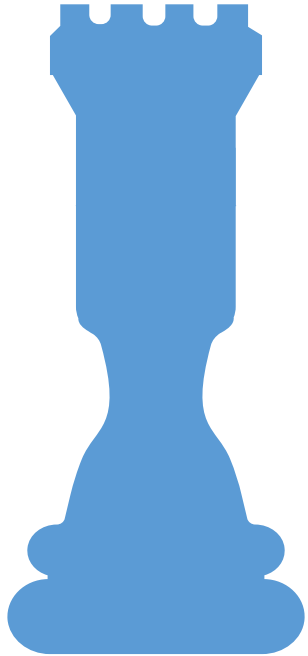
Identify areas where there may be common solutions to needs to optimize the use of the development fund.



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OPERATION

PDC FED FORUM



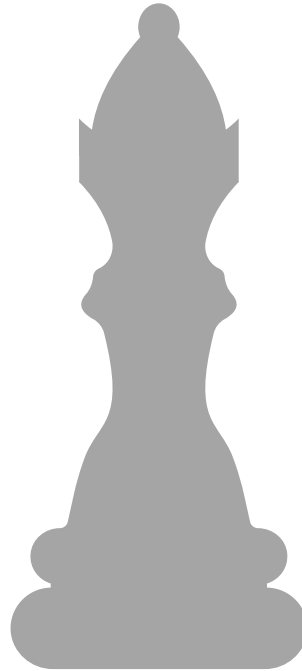
VIRTUAL MEETINGS

60-90 minutes.



AT LEAST ONCE A YEAR

Complemented by active
follow up by Councillors.



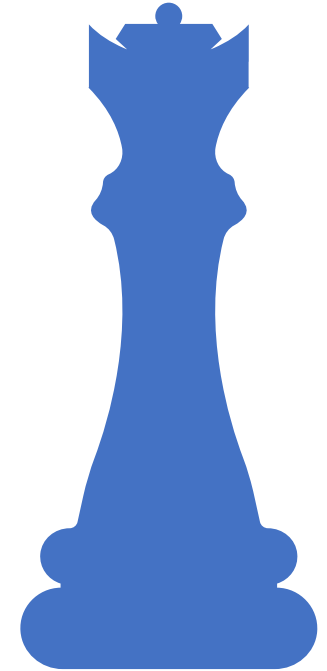
PARTICIPANTS

- PDC Chair, Councillors,
PDC Secretary and
Federations.
- PDC Chair will chair the
meeting, supported by
the Councillor



MINUTES

Will be taken during the
meeting with defined
action items.



ACTIVE MONITORING

of these action items with
the view to completion
within the specified
times.



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ENHANCED ENGAGEMENT

with Federations which will foster greater buy-in.



DEVELOPMENT OF PROGRAMS

that are more relevant to members.



GREATER UNDERSTANDING

of FIDE priorities and concept of development.

BENEFITS

PDC FED FORUMS



INCREASED COLLABORATION

among federations.



INCREASED COLLABORATION

with other commissions.



OPTIMAL

utilization of funding.

Observations Fed Forum 2020

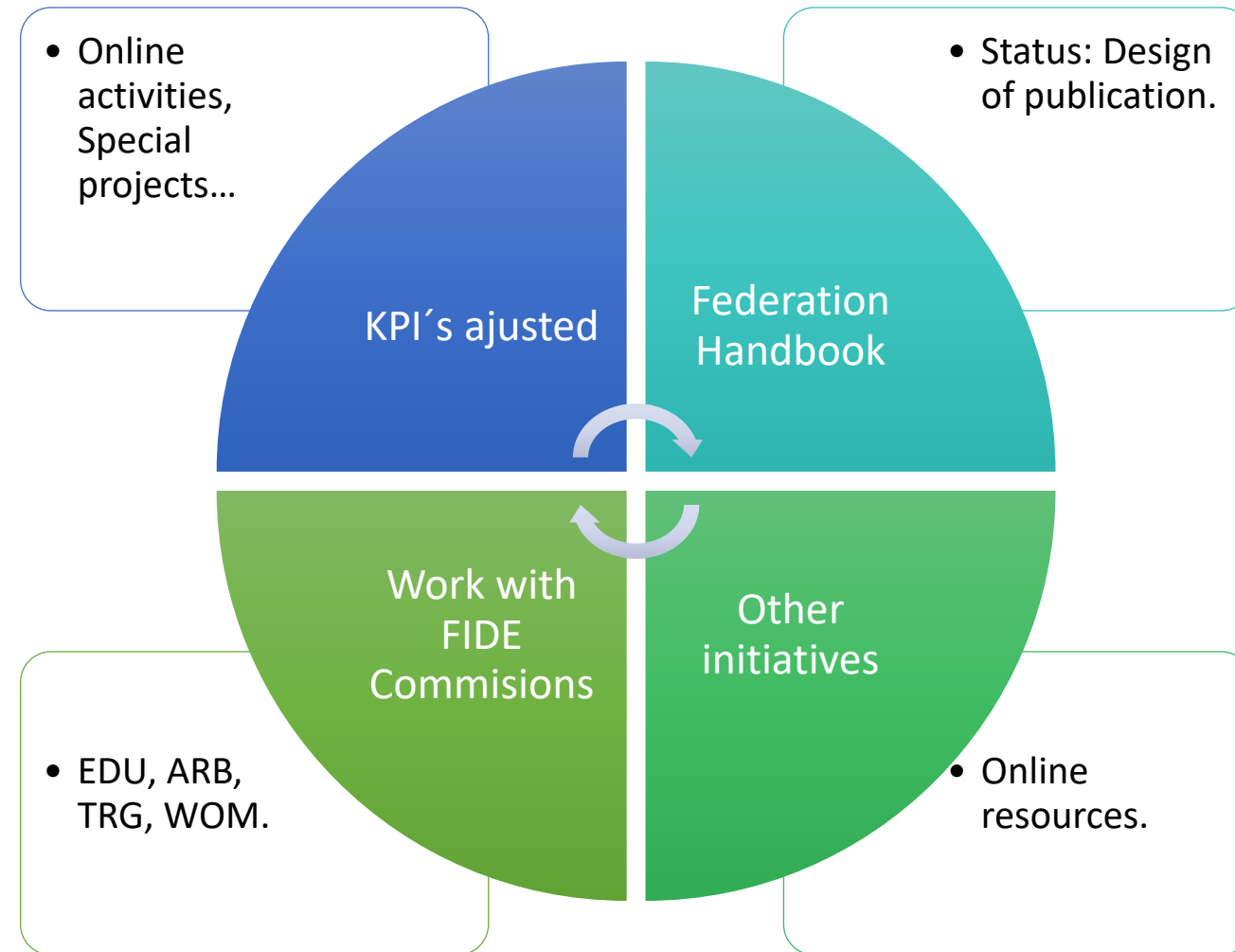


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- Many Federations have been severely impacted by COVID-19. Especially financially and there has been a dramatic reduction in sponsorships. Though a few have been able to resume over the board play, many countries have gone into 2 or more 'lock downs'.
- A few federations continue to struggle with being able to source competent staff/human resources in the management of the federation and its activities.
- Chess is still not seen as a sport in a few jurisdictions. This has hampered the federations' ability to secure the much-needed sponsorship as the profile is not as high as other sports e.g. athletics, soccer, etc....
- Training of players is one of the primary objectives of many developing federations as they seek to develop IMs and GMs.
- Federations have challenges in managing their arrears even though a few have been able to set up payment arrangements. This has impacted the receipt of FIDE funding.
- Some Federations also need further guidance on setting achievable targets and how to create a plan to actively meet those targets. PDC will address this through the Fed Forum process.
- Chess in school indicators, rated games, sponsors were severely impacted as well as media coverage indicators.



PDC Response

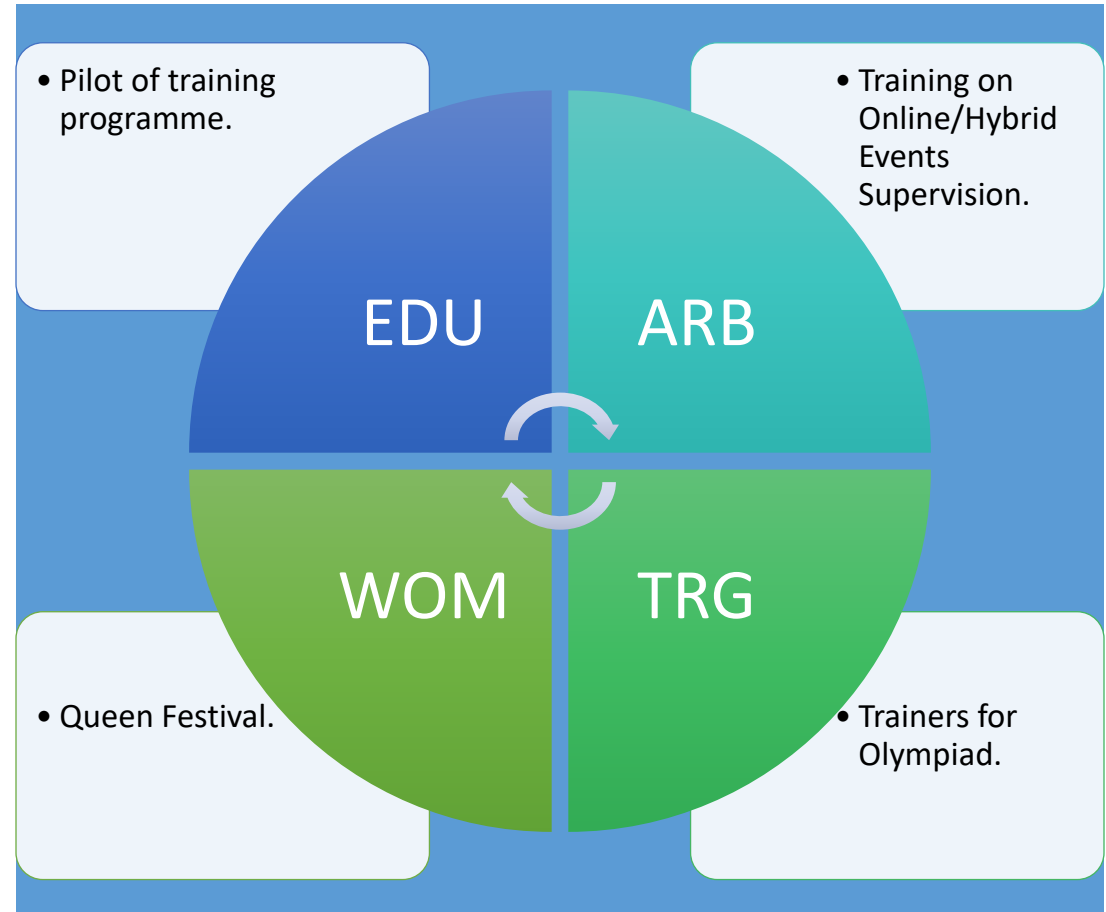




A CULTURE OF COLLABORATION

• In an effort to promote event greater collaboration among the various FIDE arms, the following actions were taken:

- Mandatory engagement of Commissions on approval/no objection on Continental requests, where applicable.
- Collaboration with Ethics Commission for the delivery of seminars on Governance.
- Encouraging commissions to work with continents to fulfil their plans as well as meet continental objectives e.g. WOM, Trainers, Arbiters, EDU.
- Continental plans to allow for synergies of activities to ensure optimal use of funds.
- The intention is that there should be an overall improvement in the execution and quality of activities across FIDE.





OTHER PDC INITIATIVES

Update of PDC Website to include funding process for Federations, Continents, Affiliated Associations and Commissions

KPI Enhancement with clearer focus on FIDE Priorities: Core (e.g. tournaments, players, etc...), Social/Special (EDU,WOM...), Promotion (Media/PR) and Partnerships

Creation of dashboard of federation data. In the interim, Fed data posted under Resource Library on PDC website.

The Design of an online application and processing platform for funding applications, with priority given for Federation submissions. PDC Request already provided in 2020. This will allow for automatic population of KPIs and related analyses.

PDC to propose a system for the Online calculation of development levels using available federation data.

System to be implemented to provide selected funding information to Communications/PR Team for more efficient and effective reporting of projects funded by FIDE. investments.



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FIDE PRIORITIES 2021

- General activities that foster the increase and quality of active chess players:
 - Ensuring necessary infrastructure/human resources for training and/or tournaments
- Social goals (consistent with FIDE Commission priorities):
 - Women empowerment
 - Chess in schools
 - Chess for vulnerable social groups/social inclusion (refugees, prisons, people with disabilities/special needs)
- Partnership goals:
 - Increased Sponsorship, support from public institutions
 - Partnering with other institutions, entities
- Publicity:
 - Raising awareness of chess, FIDE

KPIs were restructured a bit to be more directly aligned to priorities.

OBJECTIVES, DELIVERABLE AND KPI's



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S

Specific

State what you'll do
Use action words

M

Measurable

Provide a way to
evaluate
Use metrics or data
targets

A

Achievable

Within your scope
Possible to accom-
plish, attainable

R

Relevant

Makes sense within
your job function
Improves the
business in some
way

T

Time-bound

State when you'll get
it done
Be specific on date
or timeframe



OBJECTIVES

Who?	What?	Where?	When?	How many?	Why?
The NF/Commission	Seminar	Online	From 1st-3rd July 2021	1	To increase in 10% the number of arbiters overall including their ability to administer hybrid/online events.

The NF will do one online seminar from July 1st to 3rd, 2021, to increase in 10% the number of arbiters overall including their ability to administer hybrid/online events.



Deliverable/Outcome



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"**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

- Example: One arbiter seminar with at least 20 attendance, with at least 20% female participation.



KPI's

Indicator

- An indicator is a specific, observable and measurable characteristic that can be used to show changes or progress a programme is making toward achieving a specific outcome.
- There should be at least one indicator for each outcome. The indicator should be focused, clear and specific. The change measured by the indicator should represent progress that the programme hopes to make.
- Examples: # of attendance, % of female participation.

KPI's

- 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.
- Examples: Certified Arbiters-Active: Female/All.



Example

Key Performance Indicators (KPIs)	Baseline-2021 ²	End of Period Target	End of Period Actual	Comments
CORE				
Active FIDE-rated players <ul style="list-style-type: none">• Female• All				
Active players on FIDE List <ul style="list-style-type: none">• Female• All				
Certified Arbiters-Active <ul style="list-style-type: none">• Female• All	17 64	19 74	20 73	20 arbiters attended the Seminar. The 50% passed the test and earn a title.



ENHANCED COLLECTION OF ACTIVITY DATA

- The collection of data is key to the planning of any effective programmes. The PDC will continue to collect data on the quantity and use of funding of federations and continents as well as KPI data.
- However, greater effort will be placed on the quantity and quality of some of the data. This will include:
 - Efforts to work with Federations on the management of their KPIs.
 - Additional data related to the results from seminars and workshops and other FIDE-funded initiatives.
 - Introduction of suitable media and tools to collect data.

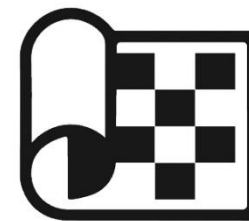


BRAND VISIBILITY

- The NF, continents, associations and commissions that receive funding from FIDE should publicize this fact.



- Any design featuring the FIDE logo must be sent to marketing@fide.com for approval.



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CAPACITY BUILDING



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CAPACITY BUILDING

Definition: Capacity building is the process by which individuals and organizations obtain, improve, and retain the skills, knowledge, tools, equipment, and other resources needed to do their jobs competently. It allows individuals and organizations to perform at a greater capacity.

As part of its mandate, the PDC will therefore embark on delivery of the following seminars:

- Capacity Building Seminars:
 - General Concepts on Federation Management including:
 - **MANAGEMENT SKILLS:** Effective Communication, Leadership and management, Conflict management, Decision making
 - **MANAGING THE ENVIRONMENT:** Operating environment of federations, Partnership, Governance, Key roles in federations, Constitution, Safe sport
 - **MANAGEMENT OF RESOURCES:** Strategic environment, HR management, Volunteer Management, Financial management, Information technology, Performance management and evaluation
 - **MANAGEMENT OF ACTIVITIES:** Project management, Promotion and sponsorship, Events Planning, Management and operations of facilities, Social media management.
- Governance: Definition, Internal Controls, Conflicts of interest.

FEDERATION FEEDBACK



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