



Meeting Minutes of the WT Sustainability Committee

16 December 2019

Venue: BlueJeans Conference Call |13H00 – 13H55 CET

Committee Members: Giovanni Di Cola, Chair and Host of Meeting
Badra Alawi | Lerina Bright | Driss El Hilali (and Hicham) | Adriana Gulino | Jerry Ling

Welcome Remarks

Committee Updates

Action Points

Next Meeting: January 2020

Welcome Remarks

The Chair called the meeting to order, drawing attention to two issues relating to the lack of communication present within the committees.

Committee Updates

Mr. Giovanni Di Cola

Started by highlighting the recent conference call with the board of Taekwondo Humanitarian Foundation (“THF”) and highlighting the clear absence of communication observed between members of THF. Provided analogies that revealed that if newcomers were to join the organisation they would be confused due to the very evident lack of communication within the organisation.

Proposed a multi-tiered level of management and operational system whereby each committee would handle their respective roles and responsibilities at their individual levels so as to prevent encroachment on the mandates of the different committees. He further iterated that the role of the Sustainability Committee is to look at the overall picture of World Taekwondo (“WT”) and not just the single parts. Branding, marketing and communication should be analyzed or advised by the committees at the level it is required.

Explained that the recent fiasco present in the THF conference call was due to the clear lack of communication and an absence of any structure in place. He discussed what is included in the respective recommendations and of the need to avoid overstepping of boundaries and roles. THF should handle matters pertaining to THF as headed by their subcommittee and should not overlap with those of WT.

The role of WT’s sustainability committee is to provide overall guidance on the implementation of the strategy. Currently there are four benefits and services offered and those come in the form of a review of terms of reference, technical advisory services, peer reviewing of policies and overall guidance on the implementation of strategy.

Commented further on Mr. Ling's update on developments from Moscow, and on whether further comments could be made to the strategic framework prior to its finalization and implementation in 2020. Highlighted an issue within WT, whereby people are not responding to questions put forth to them, hence resulting in ineffective communication. Noted that Lausanne's office has to communicate more effectively.

Ms. Lerina Bright

In response to the challenges expressed by Mr. Di Cola during the THF conference call and discussions between committees, Ms. Bright raised the question as to whether there existed an internal mechanism within WT to allow for better communication between the two entities and their related committees and members, and also if WT have a global communication strategy that includes internal communications that establishes the protocol for how the Council, Committees disseminate information when carrying out their mandates.

She agreed with fellow committee members on the need to have a shared platform that would allow fellow committees to see, communicate and understand what each other are doing. Basically, the need to have some sort of information sharing process available.

Considered the balance and need of having various working groups while taking into account the number of sub-committees currently present in WT, and proposed that the Chair of each Committee would be best placed to meet with each other regularly to facilitate the information sharing process.

Mr. Jerry Ling

Mr. Ling agreed with the view that the reason the THF conference call was unproductive was due to the lack of communication as pointed out by the Chair earlier. Agreed with Ms. Bright's opinion of having a shared platform to enable ease of communication and also explained that currently, minutes of meetings of each sub-committee are shared on a platform called Monday.com.

He then went on to brief the Committee on the developments from the Council meeting in Moscow. He shared that the root focus of changes was being targeted at governance. Gave the example that in April 2018, the focus was placed on safe sport. Currently, the council just approved the anti-discrimination policy of WT. The code of ethics has also been amended and changed to now issue safeguards against conflicts of interests. In addition, the strategic framework that was worked on by Jeremy (?) was submitted to the council and approval was attained. It is now to be further developed by speaking to the committees and the secretariat to make it into a substantive strategic plan for 2020. The Development Committee had reported on 2019 projects, and the council approved the 2020 development guidelines as such. These guidelines have expanded programs for scholarships and also to help member national associations.

Ms. Adriana Gulino

Equally, Ms. Adriana shared her views that communication is essential and that information sharing is necessary but only to a certain limit. She further expressed her concerns with over sharing information and certain sensitive information that may be discussed during committee meetings. She counter-proposed a more targeted communication to which the others swiftly agreed.

Mr. Driss El Hilalli with Mr. Hicham

Re-emphasized the importance of strengthening the Committee's communication function. Mr. Hicham spoke further on behalf of Mr. Driss saying that a working group is very important to ensure effective efforts. He further gave five points to which he opines is important, and those of which are necessary to achieve good communication, including to have in place a plan of action, communications tools and a working group.

Conclusion

The Chair concluded the call by thanking everyone for making the time and effort to be present despite the festive period. He also explained how grateful he is to have fellow committee members who can contribute progressively to meetings and discussions to enable things to move forward. He also stressed how important the role each member plays in the committee and WT.

Concluded by wishing everyone a happy festive period and his greetings were returned in kind by fellow committee members.

Action Points

- Have a shared platform that would allow transparent communication within the organisation;
- Provide comments on the strategic framework that was approved by the council in Moscow;
- Creation of a terms of reference that outlines the mandate and responsibility of the Sustainability Committee
- Creation of a multi-tiered level of management within the organisation to better manage and handle the various sub-committees currently present;
- Sharing of information once every 2-3 months between the chair of the committees;