

## Recommendations

- Early on in the process it was noted that a lack of communication from the Sub Committees to the Management Committee needed to be addressed, this will in turn allow the Committee chairs to be empowered to do more but still be held accountable for their work. Therefore each Sub Committee will submit a single page report to their Head of Committee summarising their work, key decisions and any escalations since the last management meeting, ensuring a continuous flow of info. The Head of Committee will collate these reports into a single report that will be delivered to the Management Committee.
- Tenures will be in place for certain key roles. Management Committee & Heads of Committees positions would be for 3 years with an additional 3 year if approved (max 6 years) In the last year an identified individual (through interview) would 'shadow' the post holder with the intention to take over the position the following year. It is recommended that in 2020/1 the posts of Chair / Head of Resources would be advertised, in 2021/2 the posts of Hon Treasurer / Head of Development advertised and in 2022/3 the posts of Hon Secretary / Head of Governance and would be advertised. The NLD Constitution will be amended to reflect this. The Partner Unions (PU), RFU and Youth Council (YC) representatives will be subject to their own tenure processes. Whilst the tenure for a given role is for a maximum of 6 years it does not preclude the former post holder applying for a different MC or SC role and it is hoped that all former post holders would, at the very least, be available to advise on any working or project group.
- All Management Committee and Sub Committee meetings are recommended to be held via a digital platform, ie Zoom or Teams. This method of holding meetings has, through the pandemic, enabled more participants to (virtually) attend meetings and thus enabled more input from individuals & clubs. If any meetings are held 'face to face' (Covid permitting) then there should be the ability for individuals to join the meeting 'virtually'. This includes the NLD AGM, which should be held 'face to face' at a venue TBC (Covid permitting). By having the AGM 'face to face' would give all clubs, PU's and individuals the chance to network with each other, the presentation of awards & cups and to formally hold the AGM.
- Whilst it is proposed the PU's will be formally incorporated on to the Management Committee and on to various Sub Committees (ie Funding & Facilities) it should be noted that where any item or incident would impact directly on a PU, or where PU assistance would be beneficial, then the Sub Committee should contact & engage with the identified PU(s).
- As knowledge of and communications with the NLD from PUs, Clubs & Individuals is currently acknowledged as being poor there must be a conscious effort from the Management Committee & Sub Committees to raise the NLD's profile in a positive manner with the PUs. Management Committee members should ensure that a programme of Club visits is set up and implemented and also at least one Management Committee member is in attendance at every NLD Cup Competition Final as well as at NLD representative matches. This can be coordinated via the Office.
- All emails, notices, etc (ie LRP updates or Job Opportunities) that are to go out to all clubs or to identified positions within clubs should be sent out via the NLD Office and not via any personally held mailing lists. This is to ensure GDPR compliance as well as ensuring that the emails go to the correct person (s) identified on the up to date GMS system. Any 'General' emails should be sent to the NLD Office who will then distribute them via GMS.