

Agenda Item # 8.6 :

Proposition on FAI Structure

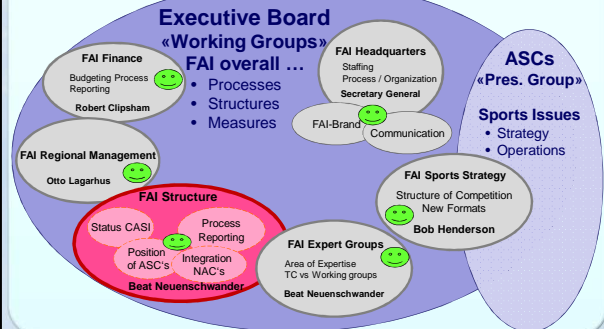
Strategic Goal: **Strengthen the Organization**

FAI - Management Structure



FAI Strategic Framework

As per Strategic Plan approved GC 2010



Reminder Strategic Plan :

- ➔ **Provide adequate governance & leadership**
- Analyze and improve structure
 - Analyze and improve decision making process
 - Analyze Executive Bodies participation in Management decisions
 - Provide Executive Body (EB) with appropriate Management tools

Overall Goal of Working Group

- Evaluate opportunities for more efficient processes and structures within FAI on the basis of the Strategic Plan
- Reduce the “non-value added” workload of the FAI HQ

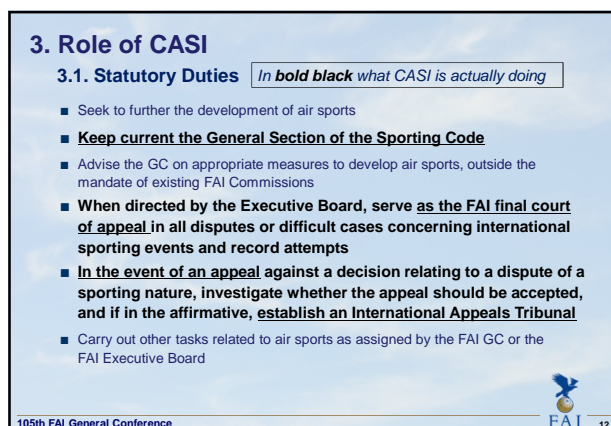
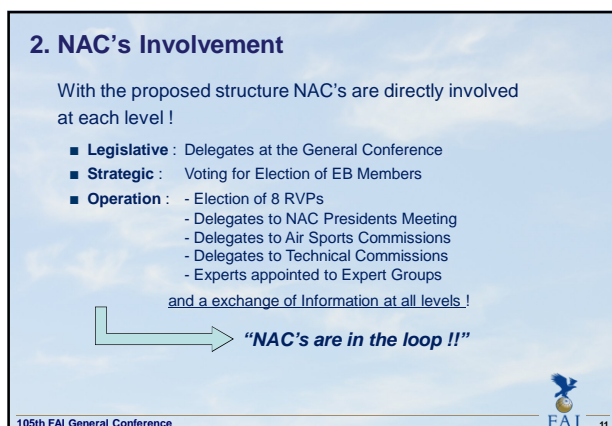
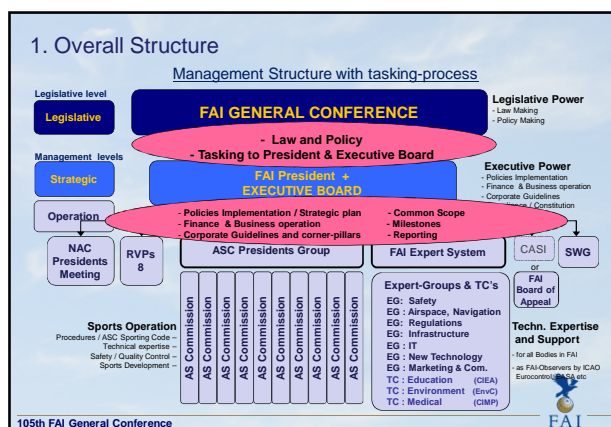
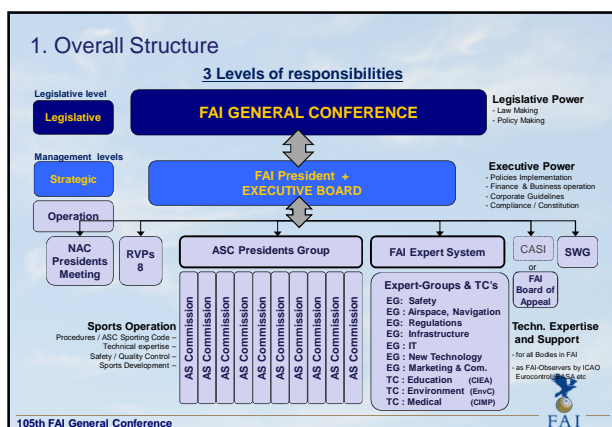
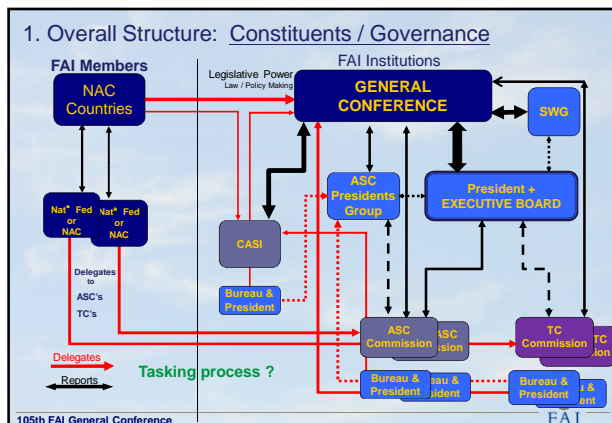
Agenda

1. Overall Structure
2. NAC's Involvement
3. Role & Duties of CASI

1. Overall Structure

Power / roles / responsibilities:

- **Legislative/Executive/Judiciary**
 - **Management Structure**
- Executive Bodies (ASCs) are voting member of Legislative body(GC), of Judiciary body and also electing Officials as President, EB, SWG,CASI
 - The strategic- and operational management levels are not clear defined
 - Strategic decisions often made at operational levels
 - Executive Bodies (ASCs) not involved in Management Decisions
 - Tasking and Reporting processes to/from TC's, ASC's, CASI, SWG not adequately established
 - Executive Body (EB) not empowered to fulfill its role: Strategy, FAI-Development, Finance, Sponsoring, Air sport challenges in general, Action plan priorities, Sporting Calendar ...



3. Role of CASI

3.2. Comparison with ASC & EB Duties

Duties are overlapping between CASI, the ASC Presidents-group and the Executive Board ! *

- Development of Air Sports → **EB + ASC-Group Issue**
- GS of the Sporting Code → **Seem to be rather an ASC Issue**
- Advise - Propose GC → **Already proposals NAC's, EB, ASC's**
FAI-Experts/TC's
- AS tasks by GC or EB → **EB + ASC-Group**

*** With one Exception:**

Duti as FAI final court of appeal = Court of Appeal as special body !

3. Role of CASI

3.3. Previous analysis by SWG

Quote from 2009 SWG Minutes

- *"Responsibility of GS could be given to ASC Group, subject to approval by GC"*
- *"At one time CASI had the right to look into the affairs of ASCs. CASI prevented ... mismanagement. ... The EB was not controlling the ASCs adequately. CASI could become a "controlling & coordination commission". Delegates to ASCs sometimes makes decisions which are against the interest of FAI."*

Potential recommendation in 2009 for CASI:

- *Its main role should be Control, Coordination and Integration*

3. Role of CASI

3.4. Conclusion

Need to redefine and refocus the duties :

- Overall control and coordination is the duty of EB !
 - The general section could be handed over to ASCs Group
 - The sports strategy and guidelines could be transferred to the Executive Board and ASC Presidents Group:
 - Development of Air Sports (strategy)
 - Guidelines and Coordination
- Input from NAC's guaranteed via ASC's, Experts Groups, RVP's or EB

➡ **but to maintain a special FAI-Board of Appeal is important !**

3. Role of CASI

3.5. Proposed Evolution

1. Transferring sport-duties from CASI to ASC Presidents-Group and the sports-strategy to EB

- Transferring all sports-related CASI duties to the ASC Presidents Group
- Transferring the coordination of sports strategy and guidelines to the Executive Board and ASC Presidents-Group

2. Creating a Board of Appeal

- Creating a **Board of Appeal** (pending legal advice)
 - Any appeal Competition, SC, By-Laws, etc ...
 - Consist of 4-5 Experts (fe:1 RVP, 1 ASC, 1 Legal Expert, 1 HQ, any required Expert)
 - May appoint the International Appeals Tribunal

To conclude, remind the Strategic Goal:

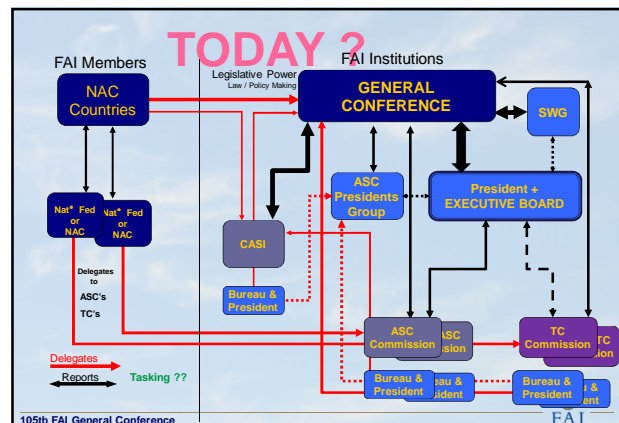
"Strengthen the FAI-Organization"

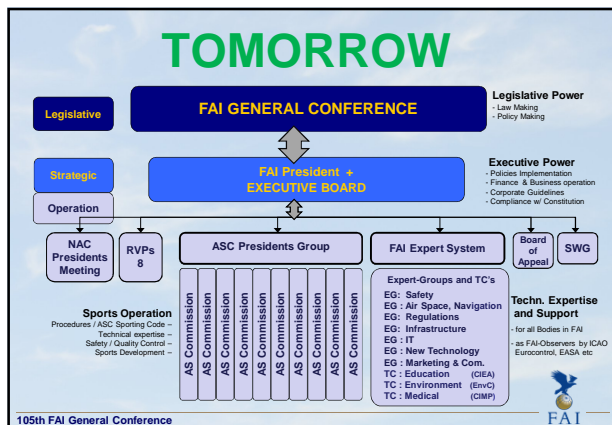
Overall Goal of Working Group

- To evaluate opportunities for more efficient processes and structures within FAI on the basis of the Strategic Plan
- To reduce the "non-value added" workload of the FAI-HQ

Strategic Plan: Provide adequate governance & leadership

To give FAI more power and an efficient organisation to provide best our members and to be ready for future challenges in the airsport !





Thank you for your attention

FAI Management Structure – Conference Resolution

Conference is invited to support the proposed updated FAI Management Structure and to instruct the Executive Board to proceed with the implementation phase, to :

- Realise a 3-level structure, with clear roles and responsibilities, allowing more transparent and quicker management processes
- Reducing the «non value-added» workload in HQ
- Transfer airport-duties from CASI to the ASC-Presidents-Group and strategic airport decisions to the Executive Board
- Build a special Board of Appeal
- As consequence: Abolish CASI in the organisation as commission-body