

# STRONGER TOGETHER

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**W**inning the Rugby World Cup 2019 in Japan was a massive achievement for the Springboks. What better way than to use some of the lessons learned from coach Rassie at the RWC 2019, in our HOA's. Members of the HOA, the elected Directors, Management & Staff and the contracted Service providers form the four (4) pillars of a HOA. They play an important and unique role to assure a successful HOA and by using some the Springboks basic principles we could easily turn our HOA's into Rugby World Cup winners.

## CONTINUITY

Continuity leads to stability and by ensuring that there is stability amongst Directors, Management and Service providers the team can work together for success. Especially with Service providers that probably has the most institutional knowledge of all the role players. The MOI and Service provider contracts should make provision for continuity and the all so often “hire and fire” approach is not the solution. Coach Rassie stuck to his core players the last 2 years. Appoint the right team!

## EXPERIENCE

Nothing beats experience and a culture of sharing of knowledge and skills transfer should be fostered. Everyone in the team should be included in this process to build confidence and the Estate Manager does not always have the most experience in the team. Coach Rassie consulted with various role players, including with the previous Springbok captains and even convinced a few older timers to be fit and ready and what a difference they made. Build experience!

## PREPARATION

Preparation for an HOA starts with a proper Strategic plan and a clear vision. Members,

Directors, Management/Staff and Service providers should all play a role and be able to provide input and contribute. The Strategic plan should be reviewed and updated on a regular basis and communicated to the Members. Benchmarking locally and internationally should also form part of the preparation and planning process. Coach Rassie's stint as the coach of Munster Rugby made him a more complete coach and assisted him in this preparation for the RWC 2019. Prepare!

## FLEXIBLE GAME PLAN

The ability to react timeously to an ever-changing environment plays a big role within a HOA. New members, a new commercial development nearby, a new school and the aging of the Members all have an impact on the needs and demands on the HOA. Continues surveys to stay in touch will assist the HOA with budget planning and facilities requirements. Faf de Klerk did not kick every game, we scored 2 tries in the final. Circumstances change!

Support from players and management  
The support coach Rassie had from the players, the support team and officials made the tough times easy and had a huge impact on the Team. Clear communication of roles and responsibilities contributed to the Springboks success. Continues and consistent performance from the Directors, Staff and Service providers will ensure growing support from the Members in the community. #Strongertogether!

The basic principles that coach Rassie followed, brought success at RWC 2019. The message of #strongertogether and creating HOPE not only changed the lives of many South Africans, but also had a massive impact on the Players.

NOTHING BEATS EXPERIENCE AND A CULTURE OF SHARING OF KNOWLEDGE AND SKILLS TRANSFER SHOULD BE FOSTERED



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