



# **PSC SWOT ANALYSIS CONTEXT/ INTERESTED PARTIES/ RISK & OPPURTUNITIES**

# STRENGTHS

- Sole national government regulatory body for amateur sports development
- Financial viability
- International linkages
- Visitation powers
- Competitive venue rental rates
- World-class medical personnel

# WEAKNESSES

- Aging facilities
- No ownership of land
- Outdated equipment
- Lack in competency skills training
- Limited technical personnel
- Job mismatch
- Lack of marketing/promotion
- Lack of provision of medicines and medical supplies for athletes

# OPPORTUNITIES

- Exposure to multi-racial and cultural working environment
- Networking with interested parties
- Dynamic working environment
- Improved employment credentials
- Career path for former national athletes and coaches
- Free use of facilities
- Change in government policies/regulations through legislation

# THREATS

- Current condition of facilities (e.g. structural soundness)
- Security concerns
- Flood-prone location (RMSC)
- Earthquake risks (Philsports)
- Road traffic conditions
- Pirating of technical personnel
- Pollution as health risk to athletes and employees
- Change of administration
- Politics in sports

# Interested Parties and Risk & Opportunities Table

Internal Interested Parties	Issues & Requirements (Needs & Expectations)	Risk and Opportunities (R) & (O)	Monitoring and Review Information
Employees	<ul style="list-style-type: none"> <li>• Benefits</li> <li>• Compensation</li> <li>• Trainings</li> <li>• Job Promotion</li> <li>• Safe working environment</li> <li>• Security of tenure</li> </ul>	<ul style="list-style-type: none"> <li>• Health Issues (R)</li> <li>• Office politics (R)</li> <li>• Highly unproductive (R)</li> <li>• Low morale (R)</li> <li>• Employee efficiency (R)</li> <li>• Work overload (R)</li> <li>• Punctuality (R)</li> <li>• Not meeting deadlines (R)</li> <li>• Lack of focus (R)</li> <li>• Multi-tasking (O)</li> <li>• Skills/ Career Advancement (O)</li> <li>• Network (O)</li> </ul>	<ul style="list-style-type: none"> <li>• 201 File</li> <li>• Attendance records</li> <li>• Written complaints</li> <li>• IPCR</li> <li>• Submission of SALN</li> <li>• Terminal reports</li> <li>• Special order</li> <li>• Office order</li> <li>• Appointment papers</li> <li>• Memo</li> <li>• Travel Order</li> <li>• Itinerary of Travel</li> <li>• Payroll</li> <li>• Payslip</li> <li>• Medical Records</li> </ul>

# Interested Parties and Risk & Opportunities Table

Internal Interested Parties	Issues & Requirements (Needs & Expectations)	Risk and Opportunities (R) & (O)	Monitoring and Review Information
Top Management	<ul style="list-style-type: none"> <li>• Competence</li> <li>• Competent staff</li> <li>• Diligence</li> <li>• Clear direction (Planning)</li> <li>• Decisiveness</li> <li>• Knowledge on sports</li> <li>• Management Skills</li> <li>• Commitment</li> <li>• Drive for excellence</li> </ul>	<ul style="list-style-type: none"> <li>• Security of tenure (R)</li> <li>• Continuity of project (R)</li> <li>• Politics (R)</li> <li>• Networking opportunities (O)</li> <li>• International Bilateral Partnership (O)</li> </ul>	<ul style="list-style-type: none"> <li>• Strat Plan</li> <li>• Management review</li> <li>• ManCom</li> <li>• Board Resolutions</li> <li>• Office order</li> <li>• Special order</li> <li>• Travel order</li> <li>• Memo</li> <li>• Itinerary of Travel</li> <li>• Payroll</li> <li>• Payslip</li> </ul>

# Interested Parties and Risk & Opportunities Table

External Interested Parties	Issues & Requirements (Needs & Expectations)	Risk and Opportunities (R) & (O)	Monitoring and Review Information
Athletes	<ul style="list-style-type: none"> <li>• Allowance</li> <li>• Training Uniforms</li> <li>• Training Equipment</li> <li>• Exposure</li> <li>• Training venue</li> <li>• Incentives</li> <li>• Dormitory</li> <li>• Capable Coaches</li> <li>• Medical Care</li> <li>• Education</li> <li>• Committed official</li> </ul>	<ul style="list-style-type: none"> <li>• Non-performing athletes (R)</li> <li>• Injuries (R)</li> <li>• Conflict of interest (R)</li> <li>• Star complex (R)</li> <li>• International exposure (O)</li> <li>• Honor, glory and fame (O)</li> <li>• Career opportunities (O)</li> <li>• Incentives (O)</li> </ul>	<ul style="list-style-type: none"> <li>• Complaints</li> <li>• Contracts</li> <li>• Athletic records</li> <li>• Attendance</li> <li>• Media reports</li> <li>• Social media</li> <li>• Personal interaction</li> </ul>



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External Interested Parties	Issues & Requirements (Needs & Expectations)	Risk and Opportunities (R) & (O)	Monitoring and Review Information
Coaches	<ul style="list-style-type: none"> <li>• Allowances</li> <li>• Incentives</li> <li>• Training for coaches levelling accreditation</li> <li>• Retirement plan and pension</li> <li>• Standardization of allowances</li> </ul>	<ul style="list-style-type: none"> <li>• Health Issues</li> <li>• Ageing (R)</li> <li>• Pirated by other NOCs (R)</li> <li>• Outside Job “Moonlighting”</li> <li>• Lack of credentials</li> <li>• No job security</li> <li>• International exposure</li> <li>• Employment (O)</li> <li>• Foreign Coaches taking opportunity (R)</li> <li>• Incentives</li> <li>• Fame</li> </ul>	<ul style="list-style-type: none"> <li>• Attendance</li> <li>• Payroll</li> <li>• PSC ID</li> <li>• Profile</li> <li>• Certificate of training</li> <li>• Athletes performance</li> </ul>

# Interested Parties and Risk & Opportunities Table

External Interested Parties	Issues & Requirements (Needs & Expectations)	Risk and Opportunities (R) & (O)	Monitoring and Review Information
NSAs	<ul style="list-style-type: none"> <li>• Funding</li> <li>• Management Skills</li> <li>• Transparency</li> <li>• Database</li> <li>• SEC registration</li> <li>• Own training venues</li> <li>• Adherence to the by-laws</li> <li>• Marketing Skills</li> <li>• Training Program</li> <li>• POC/IF/AF recognition</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of marketing plan</li> <li>• Over dependence on government funding</li> <li>• No training program and non-performing</li> <li>• Overstaying officials</li> <li>• Fame</li> <li>• Circumventing laws &amp; policies</li> <li>• Travel (O)</li> <li>• Dynasty leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Liquidation status</li> <li>• SEC registration</li> <li>• IF/AF recognition</li> <li>• Annual Budget</li> <li>• Training program</li> <li>• List of Officials</li> <li>• By-Laws</li> <li>• Written communication with PSC</li> <li>• NSA performance</li> </ul>

# Interested Parties and Risk & Opportunities Table

External Interested Parties	Issues & Requirements (Needs & Expectations)	Risk and Opportunities (R) & (O)	Monitoring and Review Information
POC	<ul style="list-style-type: none"><li>• NSA funding</li><li>• Manpower</li><li>• Venues and facilities</li></ul>	<ul style="list-style-type: none"><li>• Politics</li><li>• Dynasty leadership</li><li>• Customized by-laws</li></ul>	<ul style="list-style-type: none"><li>• Accounting records</li><li>• Constitution and by-laws</li><li>• Status with IOC</li></ul>

# Interested Parties and Risk & Opportunities Table

External Interested Parties	Issues & Requirements (Needs & Expectations)	Risk and Opportunities (R) & (O)	Monitoring and Review Information
Other Sports Associations	<ul style="list-style-type: none"><li>• Funding/ Sponsorship</li><li>• Venue</li><li>• Equipment</li><li>• Manpower</li></ul>	<ul style="list-style-type: none"><li>• Competitive rental rates</li><li>• International standard of equipment and facilities</li><li>• Source</li><li>• Career path for their athletes</li></ul>	<ul style="list-style-type: none"><li>• Request letter</li><li>• Media</li><li>• Payroll</li><li>• Program Calendar</li><li>• Financial reports on financial assistance given by PSC</li></ul>

# Interested Parties and Risk & Opportunities Table

External Interested Parties	Issues & Requirements (Needs & Expectations)	Risk and Opportunities (R) & (O)	Monitoring and Review Information
<ul style="list-style-type: none"><li>• Service Providers (eg. security, janitorial, utilities, preventive aircon maintenance, vehicle maintenance, rental of venues, concessionaires)</li></ul>	<ul style="list-style-type: none"><li>• Timely Payment</li><li>• Contract</li><li>• SOPs</li></ul>	<ul style="list-style-type: none"><li>• Non-fulfillment of contract commitment (R)</li><li>• Employment Opportunities (R)</li><li>• Intermittent connection (R)</li></ul>	<ul style="list-style-type: none"><li>• Monthly Reports</li><li>• Contracts</li><li>• Assessment report of the end-user</li><li>• Demand Letter</li></ul>

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External Interested Parties	Issues & Requirements (Needs & Expectations)	Risk and Opportunities (R) & (O)	Monitoring and Review Information
<ul style="list-style-type: none"> <li>National Government Agencies (eg. DBM, CSC, BIR, Office of the President, Congress, Senate, COA, GPPB, PhilRaCom, Customs, PAGCOR, PhilPost, PCSO, Pagibig, GSIS, DepEd, CHED, DAP etc.)</li> </ul>	<ul style="list-style-type: none"> <li>Submission of Reports (eg. Inventory, financial, budget, projects, disposal, archives, etc.)</li> <li>Adherence to existing government rules (eg. Civil service, procurement, COA rules, Budget, etc.)</li> <li>Requirements for grant and release of compensations and benefits</li> <li>Remittance of taxes</li> </ul>	<ul style="list-style-type: none"> <li>Commitment to the deadline of submission of reports (R)</li> <li>Inter-agency partnership/linkages in projects (O)</li> <li>Non-compliance with the requirements (R)</li> <li>Penalties and Sanctions (BIR) (R)</li> <li>Political issues/inclinations (R)</li> <li>Acquaintances within the government / Connections (O)</li> </ul>	<ul style="list-style-type: none"> <li>Report from concerned agency</li> <li>Compliance certificates</li> <li>Audit Observation Memorandum (AOM) / Audit Reports</li> </ul>

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External Interested Parties	Issues & Requirements (Needs & Expectations)	Risk and Opportunities (R) & (O)	Monitoring and Review Information
<ul style="list-style-type: none"> <li>Local Government Units</li> </ul>	<ul style="list-style-type: none"> <li>Exemption from taxes and duties</li> <li>Use of venues</li> <li>Financial Assistance</li> <li>Technical Assistance</li> <li>Donation of Sports Equipment</li> </ul>	<ul style="list-style-type: none"> <li>Tax Exemption (O)</li> <li>Free use of venues (O)</li> <li>Sports Clinics (O)</li> <li>Upgrade of technical know how of local sports leaders and technical officials (O)</li> <li>Change in leadership (R)</li> </ul>	<ul style="list-style-type: none"> <li>Undertaking</li> <li>Deed of Donation</li> <li>Venue rental contract</li> <li>Board Resolutions</li> <li>Letter of Request</li> </ul>

# Interested Parties and Risk & Opportunities Table

External Interested Parties	Issues & Requirements (Needs & Expectations)	Risk and Opportunities (R) & (O)	Monitoring and Review Information
<ul style="list-style-type: none"><li>Schools (eg. Private, public, SUCs)</li></ul>	<ul style="list-style-type: none"><li>Rental of Venue</li><li>Financial Assistance</li><li>Donation of Sports Equipment</li><li>Tax Exemption</li></ul>	<ul style="list-style-type: none"><li>Linkages (O)</li><li>Integrated school sports program (O)</li><li>Lack of logistical requirement (R)</li></ul>	<ul style="list-style-type: none"><li>Undertaking</li><li>Deed of Donation</li><li>Venue rental contract</li><li>Board Resolutions</li><li>Letter of Request</li></ul>



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External Interested Parties	Issues & Requirements (Needs & Expectations)	Risk and Opportunities (R) & (O)	Monitoring and Review Information
<ul style="list-style-type: none"><li>• Consultants and Coordinators</li></ul>	<ul style="list-style-type: none"><li>• Contracts</li><li>• Timely payment of consideration</li><li>• Accomplishment report</li><li>• Submission of recommendation</li></ul>	<ul style="list-style-type: none"><li>• Recommendation may have conflict with policy (R)</li><li>• Role model for athletes (O)</li><li>• Boost morale of athletes (O)</li><li>• Political accommodation (R)</li></ul>	<ul style="list-style-type: none"><li>• Monthly accomplishment report</li></ul>