



MANIFESTO

**WE MAY BE AN OFFSPRING OF
AUSTRALIAS OLDEST ASSOCIATION
AND WEDGED BETWEEN MULTIPLE
GOVERNING BODIES, BUT WERE
ADVANCED, AGILE AND BRAVE
ENOUGH TO DO THINGS *OUR WAY.***

CONTENTS.

FOOTBALL IS
THE **ONE** THING
THAT GETS US
OUT OF BED
EACH MORNING

THERE ARE **TWO**
WAYS TO LOOK
AT FOOTBALL
THE OLD WAY,
OR THE HILLS
FOOTBALL WAY

WE HAVE **THREE**
WORDS FOR YOU:
KNOW. YOUR.
PARTICIPANTS

THE **FOUR** THINGS
YOU'LL NEVER
HEAR AT
HILLS FOOTBALL

OUR **FIVE** VALUES:
SMART, CARE,
BRAVE, POSITIVE,
RESPECT

SIX REASONS
WHY YOU SHOULD
LOOK FOR A JOB
SOMEWHERE ELSE



FOOTBALL

IS THE *ONE* THING
THAT GETS US OUT
OF BED EACH MORNING

ITS NOT WHAT SENDS US
HOME IN THE EVENING
BUZZING WITH IDEAS.

AND, IN THE HOURS IN
BETWEEN, ITS NOT WHAT
MAKES EACH OF US STRIVE
TO BE BETTER VERSIONS
OF OURSELVES.

THE ONE THING THAT GETS
US OUT OF BED IN THE
MORNING IS THE CHANCE
TO WORK WITH AWESOME
PEOPLE WHO SHARE THE
SAME PURPOSE.

OUR PURPOSE

At Hills Football, **we're creating the future of Football in Australia.**

We live by the mantra of "New Football > Old Soccer". We're humble enough to recognise we don't always know what the future looks like, but we can tell you that Football is a growing part of every Australians day.

That nothings more important than our stakeholders, our players, our coaches, our referees and our volunteers, using technology we understand this gives us the power to understand our participants like never before. That's the best part of Football. The best programs will always make people talk, enjoy and take part for years to come.

These ideas underpin everything we do, and their how we are creating the future of Football right now.

So when we look back on what we are building at Hills Football today, we will be proud to day: **I WAS APART OF THAT.**



THERE ARE *TWO*
WAYS TO LOOK AT FOOTBALL:
THE OLD WAY, OR THE
HILLS FOOTBALL WAY

THE TWO WAYS IN WHICH YOU CAN LOOK AT FOOTBALL: OLD SOKKA VS THE HILLS FOOTBALL WAY

OLD SOKKA

EMOTIONAL & POLITICAL DECISIONS

SHORT TERM GAIN

WE ONLY PLAY AT 3PM ON SATURDAYS?

FOOTBALL IS FOR THE LADS

WE CAN'T DO THAT BECAUSE...

FOOTBALL IS PLAYED FOR 90 MINUTES
ON A FULL FIELD WITH 11 PLAYERS

VS

VS

VS

VS

VS

VS

THE HILLS FOOTBALL WAY

DECISION BASED ON DATA, FACTS AND OVERALL BENEFITS
TO THE GAME

LONG TERM PARTICIPATION

WE MAXIMISE THE USE OF ALL AVAILABLE FIELDS
AT ALL AVAILABLE TIMES

FOOTBALL IS FOR ALL PLAYERS OF ALL ABILITY, AGE,
SEX, SOCIOECONOMIC BACKGROUND, RELIGION & SIZE

WHY CAN WE DO THAT

FOOTBALL IS PLAYED WHEN AND WHERE WE CAN,
WE UTILISE THE SPACE WE HAVE AVAILABLE AND
PROVIDE OPTIONS FOR ALL FORMS OF PARTICIPATION



WE HAVE *THREE*
WORDS FOR YOU:
KNOW.YOUR.PARTICIPANTS

KNOW YOUR PARTICIPANTS

IT'S NOT GOOD ENOUGH TO SAY:

~~"SORRY, THAT'S NOT MY DEPARTMENT".~~

HERE AT HILLS FOOTBALL, YOU ARE EXPECTED TO KNOW EVERYTHING ABOUT EVERY PROGRAM AND EVERY FORM OF PARTICIPATION WE HAVE TO OFFER.

IF YOU DON'T KNOW, TAKE YOUR COLLEAGUE FOR A COFFEE AND **LEARN!**



THE *FOUR* THINGS
YOU'LL NEVER HEAR
AT HILLS FOOTBALL

4 THINGS YOU'LL NEVER HEAR

YOU WILL NOT HEAR A “NO”

**INSTEAD, IT’S “LET ME LOOK INTO THAT FOR YOU”.
THE ANSWER MIGHT STILL BE A NO, BUT WE WILL
AT LEAST TRY FIRST.**

**YOU WILL NOT HEAR:
“THAT’S NOT MY PROBLEM”**

**YOU ARE TO HELP OUT WHERE EVER AND WHENEVER
YOU CAN. WE ARE ONE TEAM WITH ONE COMMON GOAL.**

YOU WILL NOT HEAR THE TERM 9 TO 5

**FOOTBALL IS NOT PLAYED DURING THE DAY,
SO WHY SHOULD WE WORK THOSE HOURS? IN FACT,
WE ENCOURAGE A WORK LIFE BALANCE AND HAVE
INVESTED IN REMOTE WORKING TECHNOLOGY.
HOWEVER IF YOU ABUSE THIS PRIVILEGE, YOU WILL
BE HELD ACCOUNTABLE.**

YOU WILL NEVER HEAR SILENCE

**OUR WORKPLACE IS A HIVE OF INFORMATION SHARING
AND COLLABORATION WITH THE ODD PRACTICAL JOKE.**



OUR *FIVE* VALUES:
SMART, CARE, BRAVE,
POSITIVE, RESPECT



SMART

At Hills Football, we expect all board members, staff, referees, coaches and participants to make smart decisions at all times. We expect everyone to ensure they have planned, are organised, are efficient and have thought through all ramifications prior to making forward thinking and innovative decisions.

SMART ISN'T:
SHOWING OFF YOUR TIMES TABLES SKILLS

SMART IS:
**WORKING EFFICIENTLY, WORKING PRODUCTIVELY,
WORKING TOWARDS OUR END GOAL.**



CARE

Board and Staff of Hills Football are in privileged positions. They must ensure that they do not take this for granted and ensure they truly care about their role within the organisation. Everyone is held accountable for their actions and must act in a selfless and positive manner at all times. They must be committed to working as a team always ensuring they over deliver on all promises.

CARING ISN'T:
FEELING SORRY FOR SOMEONE

CARING IS:
TAKING PRIDE IN YOUR WORK. BEING PASSIONATE ABOUT TRULY GROWING THE BEAUTIFUL GAME



POSITIVE

You must always be positive and forward looking. We have no space for negativity at Hills Football. All participants must take the “blue head” approach (NZ All Blacks Mantra) and take pride in the logo that they represent.

POSITIVE ISN'T:
PUTTING ON A FAKE SMILE

POSITIVE IS:
**WAKING UP EACH DAY READY TO MAKE A
DIFFERENCE TO SOMEONE'S LIFE**



BRAVE

Board, Staff, Coaches and Players of Hills Football must be brave. They must be brave enough to make decisions that challenge the status quo. You must be brave enough to make the best decisions for Football in our region and disperse all noise from our neysayers. You must be brave enough to back yourself knowing that you do have the full support of your team mates and your peers no matter if you make a mistake from time to time.

BRAVE IS:

LOVING THAT LIFE IS TOO SHORT TO DO THE SAME OLD SAME OLD DAY IN DAY OUT. KNOWING YOU DON'T ALWAYS HAVE TO ASK FOR PERMISSION – BECAUSE WE TRUST YOU WILL GET IT RIGHT (AND OWN THE FALLOUT IF IT BOMBS). TELLING IT LIKE IT IS.

BRAVE ISN'T:

CONFUSING THE PHRASE “TELLING IT LIKE IT IS” WITH BEING RUDE. BRAVE IS NOT EXPECTING OTHERS TO SHAPE YOUR PATH FOR YOU. SPEAK UP! BRAVE IS NOT BEATING YOUR SELF UP OVER A FAILURE. AT HILLS FOOTBALL WE LEARN AND MOVE ON.



RESPECT

Hills Football is one giant Whanau (Family). You must show respect to your peers, your stakeholders, the community and all participants of our game. You must show respect to the game itself by only making decisions that benefit the sport and you must always act in a selfless manner.

RESPECT ISN'T:
SHAKING SOMEONE'S HAND

RESPECT IS:
**HONOURING THE HARDWORK AND SACRIFICE
MADE BY OUR COUNTLESS VOLUNTEERS DAY IN
DAY OUT. MAKING THEIR LIVES AS EASY AS WE
POSSIBLY CAN.**



**SIX REASONS WHY
YOU SHOULD LOOK
FOR A JOB SOMEWHERE ELSE**

ONE - YOU DO NOT AGREE WITH ANY OF OUR CORE VALUES. **TWO** - YOUR ENTHUSIASM AND PERFORMANCE IS NOT THE SAME AS WHEN YOU FIRST STARTED. **THREE** - YOU ARE MAKING VOLUNTEERS DO YOUR JOB FOR YOU. **FOUR** - YOU ARE NOT PASSIONATE ABOUT GROWING OUR SPORT. **FIVE** - YOUR PERSONAL VIEWS ON HOW FOOTBALL PROGRAMS SHOULD RUN ARE DIFFERENT TO THAT OF OUR STRATEGIC PLAN AND MANTRA. **SIX** - YOU LOOK AT FOOTBALL LIKE IT'S "OLD SOKKA".

TO OUR MEMBERS AND STAKEHOLDERS,

**THIS MANIFESTO IS OUR COMMITMENT TO
OURSELVES, YOU AND OUR COMMUNITY.**

IF WE BREAK THIS:

CALL US OUT. TELL US STRAIGHT UP. HOLD US ACCOUNTABLE.
