





BECOD PERFORMAGE

ABOUT US

Demi ISN

Minister's Statement	5
Chairman's Statement	6
CEO's Statement	7
Board of Directors	9
Key Milestones	11
Institut Sukan Negara At a Glance	13
Organisational Chart	14
Functions of Institut Sukan Negara (ISN)	15
Background of Establishment	17
2 STRATEGIC REVIEW	
Stakeholders	18
Vision, Mission and Motto	19
Core Values	20
Organisational Challenges	21
3 STRATEGIC PILLARS	
Strategic Thrust	23
Thrust 1: Integrated Sports Science Services	25
Thrust 2: Enhancing Sports Care Environment	29
Thrust 3: Research and Innovation	31
Thrust 4: Empowering Coaching Excellence	35
Thrust 5: Value Creation	39
Thrust 6: Cultivating Good Governance	43
4 THE WAY FORWARD	

48





MINISTER'S STATEMENT

V30 Strategic Plan of Institut Sukan Negara (ISN) 2020 – 2030 is the foremost policy blueprint which will guide the implementation of ISN activities, projects and programmes for the ten (10) year period.

V30 Strategic Plan is an important document to be formulated and implemented in driving ISN direction today, in realising its roles and responsibilities in line with the government's aspirations. In addition, the process promotes open and creative exchange of ideas, including resolving disputes and working out effective solutions.

Some achievements require a longer period of time to reap and enjoy their success. Sometimes, too, the long-term plans are also the foundation or support for current efforts.

We can be proud of the many significant achievements we have achieved and celebrated together, as well as being a catalyst for greater effort and execution in the coming years.

In order to ensure that the services of sports science, sports medicine and sports technology are at the forefront and contribute significantly to the development process and achievement of national sports, ISN as a leading sports agency needs to strengthen its policies and improve the existing laws and regulations on sports. With such comprehensive and thorough planning, on sports science, sports medicine and sports technology, ISN will continue to lead in the development of high performance sports and advisory to the government.

I am confident that having a strategic plan based on these six (6) core areas will create realistic and high impact factors in providing sports science and sport medicine services to the national athletes and sports development. These six (6) core areas include Integrated Sports Science Services, Enhancing Sports Care Environment, Research and Innovation, Empowering Coaching Excellence, Value Creation and Cultivating Good Governance. In this context, we need to keep in mind that not all of these actions and efforts can see immediate results. Hopefully, with the short-term, medium-term and long-term detailed plans, ISN will commit to actively implement the V30 Strategic Plan and provide the required leadership and guidance to be one of the leading sporting agencies in Malaysia.

Finally, I urge all Team ISN to continue to striving and improve the professionalism of this institution and to work towards ensuring the effectiveness and success of this V30 Strategic Plan.

YB DATO' SRI REEZAL MERICAN BIN NAINA MERICAN



CHAIRMAN'S STATEMENT

On behalf of the Board of Directors, I am delighted to share with you the new Institut Sukan Negara (ISN) 2020 – 2030, V30 Strategic Plan.

V30 Strategic Plan was developed following the extensive consultation with people who matter – staff, athletes, coaches and others – to set out a clear path for the future of the organisation. We would like to take this opportunity to thank all stakeholders for their confidence in us and their tremendous support and trust towards our successful journey.

As a sports organisation that focuses on sports science, sports medicine and sports technology, we aim to produce athletes not to win gold medals, but to perform at their best and to be a world-class athletes. Hence, we strive to continuously improve the performances of Malaysian athletes across each Olympic cycle that includes the Olympic Games, Commonwealth Games, Asian Games, SEA Games, World and Regional Championships. It cannot be done alone, thus, working hand in hand with our partners across the wider system will contribute to the success of Malaysian sports.

We will put the athletes and those around them – including coaches, support staff, families – first to ensure that we do all we can to help them achieve their full potential. We will retain, develop and attract people who can provide sustainable world-leading support to enhance ISN, coaches and athlete performance. We aim to cultivate a high-performance environment to promote a culture of excellence through our people, resources and facilities.

V30 Strategic Plan has set out a new exciting chapter of ISN story and I sincerely hope that you will embrace this plan and make it a reality.

Lastly, we will continue to leverage on our expertise and solid experience in sports science, sports medicine and sports technology, whilst remaining agile and resilient to stay ahead of the challenges and competition in the sports industry and deliver forward–looking transformational strategies beyond performance.

#TeamISN #BeyondPerformance

PROF. DATO' DR RAHMAT BIN MOHAMAD





CEO'S STATEMENT

Our V30 Strategic Plan 2020 – 2030 sets out strategies to achieve Institut Sukan Negara's (ISN) vision to see a brighter future for Malaysian athletes in the international sporting arena. It is for this purpose that ISN was established in 2011 to provide world-class expert services to the Malaysian athletes. As a one-stop-centre, we are able to respond quickly and decisively to meet the needs of our Malaysian athletes to enable them to focus solely on performance.

Establishing a vision, mission and motto guides ISN in creating a systematic and holistic long-term planning framework. The framework includes strategic thrust programmes, plans of action and mechanisms to achieve the targets set in order to provide high-quality services by ISN for the benefit of its customers and stakeholders.

An organisation such as ISN requires a detailed and planned set of strategies to guide its programme development in order to achieve the set vision which is "Leading excellence in Science, Medicine and Technology in Sports". The V30 Strategic Plan was established to help achieve this vision. It includes some breakthrough strategies and out of the box ideas that will take ISN out of its comfort zone. The V30 Strategic Plan also states the importance of establishing collaborative relationship with other government agencies as well as other entities in order to achieve the set targets as outlined in the strategic plan. This V30 Strategic Plan is a foundation that will aid all ISN employees in focusing their activities in the coming years.

At ISN, we provide a world-leading high performance experts solutions dedicated to uncompromising culture of excellence to Malaysian athletes enabling them to perform to their full potential and continue to make Malaysia proud.

I sincerely hope that the V30 Strategic Plan will help optimise the workforce and creativity of ISN employees in driving service delivery towards excellence in sports science, sports medicine and sports technology.

#MalaysiaBoleh #TeamISN #BeyondPerformance

AHMAD FAEDZAL BIN MD. RAMLI





BOARD OF DIRECTORS



CHAIRMAN
Appointed by the Minister



INSTITUT SUKAN NEGARA
Chief Executive Officer



MINISTRY OF YOUTH AND SPORTS Secretary General or representative



MINISTRY OF FINANCE Secretary General or representative



MINISTRY OF HEALTH Secretary General or representative



MINISTRY OF HIGHER EDUCATION
Secretary General or
representative



MINISTRY OF EDUCATION

Secretary General or
representative



NATIONAL SPORTS COUNCIL

Director General or
representative



OLYMPIC COUNCIL OF MALAYSIA

President or representative

AND NOT MORE THAN FIVE OTHER MEMBERS APPOINTED BY THE MINISTER who in the Minister's opinion have special skills, experience, qualifications and professionalism in matters relating to sports science, sports medicine and sports technology.

MILESTONES

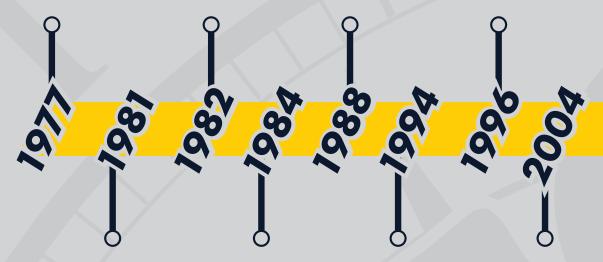
Sports science and medical services were directly offered to athletes through the Medical Unit of the Ministry of Culture, Youth and Sports.

The Medical Unit expanded its services to sports science elements such as physiology, nutrition and psychology.

New National Sports Policy was drafted and lead to the establishment of the Institut Sukan Negara to conduct scientific research, provide training to athletes, coaches, and administrators as well as being the national sports referral centre.

1 April 1996

Institut Sukan Negara relocated from Stadium Jalan Raja Muda Abdul Aziz, Kampung Baru to National Sports Complex, Bukit Jalil.



The Medical Unit was established under Institut Sukan Negara.

The Sports Unit began to grow and soon after, it was known as the Sports Science Division. This Sports Science Division conducted training of coaches as well as talent identification.

Institut Sukan Negara was officially launched under the auspices of Majlis Sukan Negara. TheAnti-Doping Agency Malaysia (ADAMAS) was put under the administration of Institut Sukan Negara from 2004 (until 2018).

25 April 2007

Administrative separation of functions between Institut Sukan Negara (ISN) and Majlis Sukan Negara to allow ISN to wholly focused on sports science, medicine and research, which also provides scientific support services to elite and grassroot athletes.

4 September 2007

The first Institut Sukan Negara satellite centre was established in Penang.

Institut Sukan Negara Act 2011 (Act 729) came into force and Institut Sukan Negara was announced as a Federal Statutory Body under the Ministry of Youth and Sports on 16 September 2011.

2 February 2016

Launching of PODIUM Programme.

PODIUM Programme a dedicated national elite athlete preparation programme with an overall objective of achieving sporting excellence for the country.

3 July 2019

Official launch of the National Sports Medicine Centre.



4 July 2008

Coaching function was transferred to Majlis Sukan Negara.

3 September 2008

The Government agreed to make Institut Sukan Negara into a full statutory body under the Ministry of Youth and Sports. Up to 2015, there were 19 Institut Sukan Negara satellite centres nationwide.

1 July 2015

Akademi Kejurulatihan Kebangsaan was officially placed at Institut Sukan Negara. Recognised as the National Centre of Excellence (CoE) in Sports Technology and Development (R&D) by the Ministry of Science, Technology and Innovation (MOSTI).

INSTITUT SUKAN NEGARA AT A GLANCE

Institut Sukan Negara (ISN) is a statutory body established under the Ministry of Youth and Sports, empowered to drive excellence in the development and advancement of **SPORTS SCIENCE, SPORTS MEDICINE** and **SPORTS TECHNOLOGY.**

ISN provides sports science and sports medicine services to the best athletes in Malaysia from the grassroot to the elite level.

ISN strives to achieve excellence in **SPORTS SCIENCE, SPORTS MEDICINE** and **SPORTS TECHNOLOGY** in order to improve the performance of elite athletes.

ORGANISATIONAL CHART





To advise the Minister on any matter pertaining to the scientific aspects of the performance of athletes;



To formulate, recommend and review scientific methods and measures that enhance of athletes:



To collaborate with any Government entity, public or private higher educational institution, sports body or any organisation in programmes to identify potential athletes to achieve excellence in sports;



To provide scientific, advisory, consultancy and related services in sports science and sports medicine;



To establish and maintain liaison and cooperation with any person, body or or g an is a t i o n involved in the development of sports science and sports medicine, within and outside Malaysis is a;



To provide and conduct the necessary medical examination and treatment of sportspersons;



To be the information, resource and reference centre for sports science and sports medicine;



To gather, manage and disseminate information and maintain records of all relevant matters relating to the scientific aspects of the performance of athletes:



To carry out and coordinate research, development and innovation activities in the field of sports science, sports medicine and other related fields as it deems necessary; and



To do such other things as it deems fit to enable it to perform its functions effectively or which are incidental to the performance of its functions.

BACKGROUND OF **ESTABLISHMENT**

INSTITUT SUKAN NEGARA ACT 2011 (ACT 729)

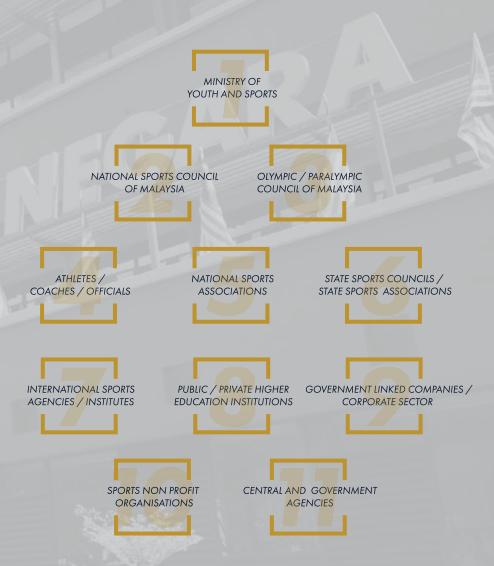
> SPORTS DEVELOPMENT ACT 1997 (ACT 576)

MINISTRY OF YOUTH AND SPORTS STRATEGIC PLAN

NATIONAL SPORTS POLICY 2009

SPORTS DEVELOPMENT ACT (AMENDMENT) 2018, ACT A 1570

STAKEHOLDERS



VISION

Leading excellence in Science, Medicine and Technology in Sports

MISSION

To steer world-class integrated sports performance ecosystem towards sustainable sporting excellence

MOTTO

Beyond Performance



PERFORM

PASSION EFFICIENCY RESPECT FORTE OPTIMISM RESILIENCE MARVEL

ORGANISATIONAL CHALLENGES

Achieving a high performance environment has become increasingly challenging at the arena of international sports arena and this position has been further enhanced by the competition with the current global economic situation. Our stakeholders, including elite athletes, coaches and support team are ambitious and have big dreams and therefore, we are focused on achieving world-class performance.

The success of our organisation requires collaboration between the key players in the Malaysian sports ecosystem, ongoing investments from the Federal and State Government, world-class training facilities, successful partnerships with other sports institutes and a network of experts in high performance sports. In order to succeed, our organisation further requires healthy partnerships with our national sports associations to enable strong athlete identification and development also to create development pathways in ensuring that we present the best of the best to our athletes.

ISN will continue to portray strong leadership and continuous dedicated commitment to achieve harmonious alignment with Malaysia's very own sports landscape ecosystem. Our new V30 Strategic Plan demonstrates our commitment to this end.

THE **V30** KEY
STRATEGIC
CHALLENGES

DEMAND GROWTH

Competitiveness in sports results in an increasing demand for specialised and individualised services. The new addition of events and categories in sports at major events; and an increasing focus on an additional number of sports in national elite programs brings new demand that affects the resource capacity of the Institute

- Demand growth outweighs financial growth every year
- Social responsibility of the Institute as a civil service arm makes managing aggregate demand difficult

VALUE CREATION

The challenge is to increase internal growth rate by using the same resources available while managing increased aggregate demand each year from elite programs.

- Tremendous strain to existing resources, manpower and employee motivation
- Inflexible salary scheme versus organisational demand for output variations
- Challenges the very mechanism of fiscal and strategic management of the Institute

HUMAN RESOURCES

Expertise is the key capital resource of the Institute, and has direct impact to the deliverables and standing of the Institute.

- Being positioned under the social sector and under a general scheme makes it difficult for the development of sub-specialisation positions within sport science and technology
- Subject Matter Expertise (SME) despite being the key human capital need, continues to take back seat
- Higher turn-over results in continuous training and re-training, resulting in effective expertise being low despite cumulative potential and knowledge that the Institute possesses

While key

RESEARCH SENSE

While research is seen as one of the key functions of the Institute, the challenge remains in distinguishing academic research from translational research in sports medicine, applied research in sports science and technology which has a direct impact on the athletes' performance and/or commercialisation potentials as enshrined in the ISN Act.

- Transfer of research knowledge to coaching and athletic application
- Development of methods, instrument, devices or tool that aids coaching and or athletic performances
- Seamlessness between Research and Development to Commercialisation.
- An output that has value proposition to the Institute

BIG DATA

The Institute has extensive access to the data empowered under its Act as data centre. Nonetheless, there remain gaps and challenges that requires to be addressed before the Institute realise the potential that it has with regards to big data.

- Limitation to data integrationAppropriate skill set for data
- management and solutions
- Rate of data transformation, veracity and validity of data

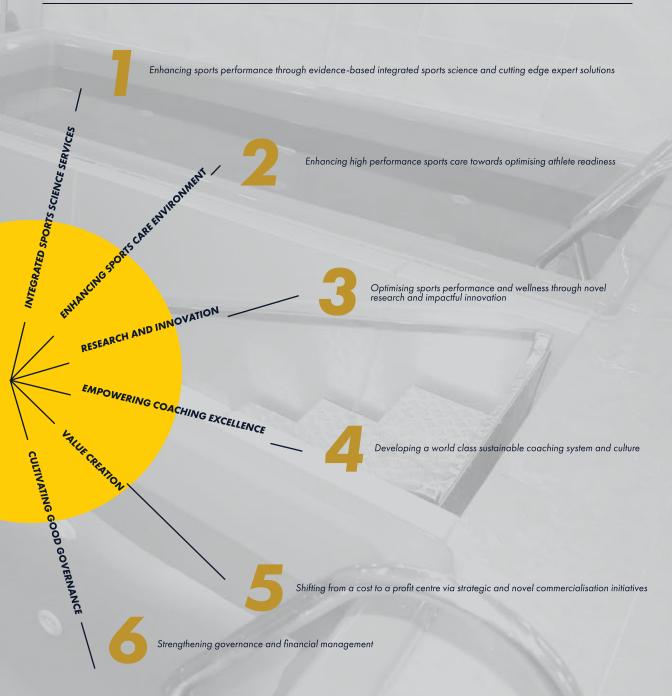
MEETING THE EXPECTATION OF STAKEHOLDERS

Public sector transformation which extends to Federal Statutory Bodies (FSB) and Government Linked Companies (GLC); has resulted in a renewed expectation from both the stakeholders and the public at large on the performance and delivery of these entities.

- Outdated process measures
- Change resistance
- Legacy and historical barricade

STRATEGIC **THRUST**

LEADING EXCELLENCE IN SCIENCE, MEDICINE AND TECHNOLOGY IN SPORTS







STRATEGY



DEVELOPING AND DELIVERING WORLD CLASS EXPERT SOLUTIONS

PROGRAMME

INDICATOR

• Percentage of performance plan to be executed and

to be completed for sports under programme

- Deliverance of integrated sports science services to national athletes preparation programme:
 - Olympic Games 2020/2024/2028
 - Asian & Commonwealth Games 2022/ 2026/2030
 - SEA Games 2021/2023/2025/2027/2029
- Strengthening national high performance
 - Olympic Games 2020/2024/2028
 - Asian & Commonwealth Games 2022/ 2026/2030
 - SEA Games 2021/2023/2025/2027/2029
- Percentage of athletes achieving fitness score
- Percentage of athletes satisfaction toward services
 rendered
- Percentage of development process
- Developing a high performance fellowship (HPF) programme
- Establishment of programme
- Percentage of service deliverance and expertise requirement



ATTRACTING, DEVELOPING AND RETAINING HUMAN RESOURCE EXPERTISE, CAPACITY AND CAPABILITY

PROGRAMME

INDICATOR

- · Developing a 'young sports scientist programme'
 - Career roadmap for sports scientist
 - Discipline specific professional certification
 - Staff exchange programme / attachment programme/ sabbatical / research leave
- Establishment of career roadmap
- Number of Master/PhD graduates
- All practitioners are certified with discipline specific certification
- Training and education development programme
- Number of CPD programmes per year
- Number of workshops per year
- Number of attachments per year
- · Credit point system for sports scientist
 - Application of point based professional development and lifelong learning system to support competency
- Establishment of a point based system
- Percentage of sports scientist achieving minimal credit point by level
- Establishment of subject matter expert, career development pathway and system

BIG DATA INITIATIVE IN INTEGRATION AND MANAGEMENT

PROGRAMME INDICATOR • Integrated Athlete Management System · Establishment of the system - Centralised athletes database / profile - Automated data analysis - Immediate feedback and reporting system Sports performance monitoring system • Establishment of the system - Centralised operational database • User feedback / report on response time Comprehensive reporting system via interactive dashboard Internal management system platform Establishment of the system 'TEAMMAS EYE' project - Internally built athlete management system for commercialization - Integrating interdepartmental data to support institutional insight and decision making - To be a potential future platform for integrated Athlete Management System

REPOSITION OF ISN'S ROLE IN THE TALENT IDENTIFICATION PROGRAMME

PROGRAMME INDICATOR • Talent Identification Programme • Percentage of development process - Percentage of validation process - Percentage of implementation process - Percentage of re-evaluation process



STRATEGY



OPTIMISING ATHLETES' MEDICALSERVICE

PROGRAMME

INDICATOR

- Strategic collaboration through Memorandum of Understanding (MoU)
- Number of MoU successfully signed:
 - MOH hospital
 - University hospital
 - Private hospital

ENHANCING ATHLETES' CARE THROUGH INTEGRATED MEDICAL HIGH PERFORMANCE FRAMEWORK

PROGRAMME

INDICATOR

- Integrated health treatment enhancing the efficiency of the integrated health treatment (sports injury prevention and performance enhancement) through comprehensive framework by Medical High Performance Team (HPT(M)) activities
- Percentage of new acute sports injury cases that were given the first consultation within 24 hours
- Percentage of athlete under the NSC programme who stand ready to compete at any time.

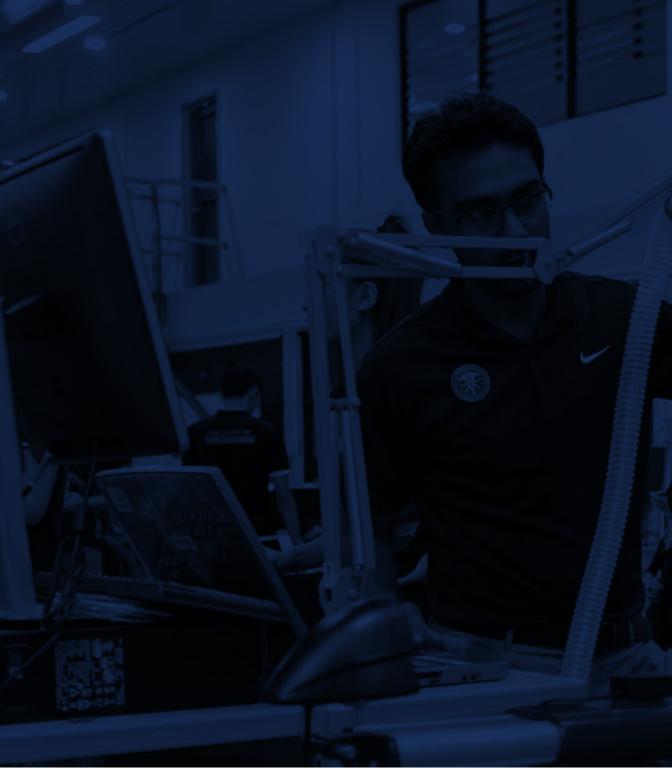
UPGRADING OF NATIONAL SPORTS MEDICINE CENTRE THROUGH SPECIALITY SERVICES

PROGRAMME

INDICATOR

· Establishing dental services

• Percentage of completion





STRATEGY



PROVIDING THE BEST AND UTMOSTSUPPORTIVE RESEARCH AND INNOVATION CULTURE

PROGRAMME	INDICATOR
Reviewing, realigning and establishing interdisciplinary research	Number of workshops Number of prototypes / intellectual properties / publications / policies
 Research clusters to focus recognising, or establishing excellence in research 	 Number of research clusters Number of prototypes / intellectual properties / publications / policies
Providing a platform for research dissemination	Number of platforms for dissemination
To capitalise on the latest revolutions in the industry and trends in sports research and development	 Number of engagements / programmes / innovations
	 Number of high impact research and development



ATTRACTING, RETAINING AND SUPPORTING THE BEST SCIENTIST

PROGRAMME	INDICATOR
Principal / lead /senior reseacher /scientist on subject matter expert schemes as a strong foundation of a research programme	Number of SME
Joint post-graduate programme	Number of programmes
Visiting research fellowship programme	Number of programmes
 Establishing 'sports and exercise science scheme' (innovation) for practitioners from various discipline working in each area 	Number of staff
International 'sabbatical leave' for applied sports and exercise practitioners	Number of staff

STRATEGIC COLLABORATION, PARTNERSHIPS AND ALLIANCES

PROGRAMME • International engagement through thematically aligned networks

Number of engagement

INDICATOR



PROGRAMME	INDICATOR
Laboratories accreditation	Number of accreditation

EFFECTIVE AND EFFICIENT RESEARCHFACILITATION AND MANAGEMENT SYSTEM

PROGRAMME	INDICATOR
To nurture and enhance research and management system	Number of system
 Disciplinary strengths in areas such as data analytics, pattern recognition in big data and digital visualisation 	 Number of workshop
Research and knowledge dissemination	 Number of publication dissemination
	Number of workshops / seminars / lectures / colloquium / conference





STRATEGY



ENHANCING THE PROVISION OF COACHING SYSTEM THROUGH ACCREDITATION AND CERTIFICATION

PROGRAMME	INDICATOR
Realignment of the National Coaching Academy structure	Percentage of completion
National coach to world class coach	 Percentage of coaches certified with the National Coaching Licensing Scheme (SLKK)
	 Percentage of local / international recognition and regional hub for coaching excellence
Developing and establishing e-learning (learning management system) programmes	Number of programmes
Engaging experts to improvise and to develop sports coaching modules	 Numbers of modules reviewed and developed
	Headhunt professional review team



CAPACITY BUILDING FOR COACHES, COACH EDUCATORS AND EXPERTISE

PROGRAMME

- To increase professional coaches, coach educators and expertise in:
 - Sports science
 - Professional education
 - Continuing Coach Education (CCE)
 - Sports leadership
 - Youth sports coaching
 - Matters that are sports-specific

INDICATOR

• Qualified professional coaches, coach educators and expertise registered under the National Coaching Academy

IMPROVISE COACHING DEVELOPMENT PLAN

PROGRAMME	INDICATOR
Development of the Malaysia Sports Coaching Registry	Percentage of system completion
 International coaching education programmes: Exchange programme Higher certification Attachment programmes 	 Number of staff / coaches who have participated
To organise sports coaching conferences / symposiums	 Number of local / international conferences / symposiums organised
 To organise sports education and knowledge-sharing programmes (both international and local): Seminars Talks Workshops Mentoring Webinars 	 Number of programmes organised





STRATEGY



SETTING AN ENABLING ENVIRONMENT FOR REVENUE GENERATION

PROGRAMME INDICATOR Establishment of control and monitoring instruments: • Business and commercialisation - Instruments are institutionalised - ISN Finance Committee - ISN Investment Committee and operational - SOP for revenue collection management - Guidelines for investment - Guidelines for intellectual property commercialisation Empowering Divisions and Centres in • Number of division with clear conceptualising and in carrying out commercialisation activities that fall within the scope commercialisation plan and activities of their expertise Information Technology Business Architecture (BA) • Information and communications Development technology (ICT) business and commercialisation instruments are institutionalised and operational



INITIATION AND CAPACITY DEVELOPMENT OF COMMERCIALISATION ACTIVITIES

PROGRAMME

- ____
- Masters in Sports Technology
 PhD / Masters in Human Performance
- Masters in Strength and Conditioning
- Masters in Sports Nutrition
- Masters in Sports Medicine
- Masters in Coaching
- Masters in Sports Psychology
- PhD (Research) in R&D Commercialisation

INDICATOR

 Identification of qualified partners from institutions of higher learning to sign joint venture agreements to conduct these programmes

- Commercialisation of drink formula
- Commercialisation of technology via technology transfer and partnership
- Formation of Special Purpose Vehicle(SPV) company with qualified partners to undertake commercialisation activities

ASSETS AND SPACE MONETISATION:

- Development of ISN commercial / business area
- Ready and available commercial space for rent

MARKETING AND SALES VEHICLE:

- Establishment of Integrated Centre for Performance and Wellness (ICPW) as SPV to front sports science and public / corporate wellness programme services to public
- Respective divisions to have fully operational SOP, protocols for testing and processes for said commercialisation



HIGH IMPACT COMMERCIALISATION (HIC) PROGRAMMES

PROGRAMME INDICATOR · For an SPV shell company to front concerted · A fully operational revenuebranding of TEAM MAS in sales and marketing generating organisation • A fully operational revenue operate a private sports hospital targeting the generating organisation regional market Game Changer - the ASEAN Coaching Academy A fully operational revenue generating organisation under the ASEAN sports plan initiative To have a franchise model for a Syariah-compliant • A fully operational franchise model







THRUST 6

CULTIVATING GOOD GOVERNANCE

Strengthening governance and financial management

STRATEGY

TO STRENGTHEN FISCAL POLICY AND FINANCIAL MANAGEMENT

I III AIT CIAL MAITAGEMENT		
PROGRAMME	INDICATOR	
Ensuring that public money is properly disbursed, collected and invested	Compliance with the budget that has been approved by a Government grant	
Integrating a revenue and expenditure forecasting process into the new budget preparation system	 Development of new budget system Streamlining of budget preparation system 	

TO STRENGHTHEN AND TO REORGANISE HUMAN RESOURCE CAPACITY

PROGRAMME	INDICATOR
To strengthen human resource capacity	Number of competency training
 To disclose development competency training for staff for short and long term courses 	Expertise fieldManagement field
Flexible Working Arrangement	Implementation of a Flexible Working Program



KNOWLEDGE MANAGEMENT

PROGRAMME	INDICATOR
Increase KM awareness among the ISN staff	Number of workshops / seminars Number of bulletins / emails / posters
Identify, capture and share ISN critical knowledge	Number of explicit knowledge Number of tacit knowledge
Developing ISN KM guideline handbook and blueprint	 KM policy and strategic plan by Q1 2021
Developing communities of practice (COP) - KM Steering committee - KM Working committee	Number of meetingsNumber of quick wins/projects



TO STRENGTHEN INFORMATION AND COMMUNICATION TECHNOLOGY (ICT) STRUCTURE

PROGRAMME	INDICATOR
Developing ICT policy and strategic plan for ISN	ICT Policy (Q2 2020)Strategic plan (2021-2022)
Build, modify and upgrade current systems with the latest technology and based on user needs	Number of system
Upgrading ICT infrastructure in accordance with technology	Percentage in operation
 To increase the usage of open source applications Operating system Anti virus System Data storage 	 Number of open source applications used



STRENGTHENING ISN'S IMAGE THROUGH EFFECTIVE COMMUNICATION STRATEGIES

PROGRAMME · Strengthening corporate and branding image

INDICATOR

- · Social media / digital communication rating under KBS
- Social media listening
- Number of media appearances
- Number of media releases
- Number of exhibitions
- Number of complaints being responded
- Corporate publications



STRENGTHENING INTERNAL CONTROL, INTEGRITY AND HIGH GOVERNANCE CULTURE

	PROGRAMME	INDICATOR
	PROGRAMME	INDICATOR
	Perform internal audit based on organisation policy, regulations, circulars and best practices	Performance auditingICT auditing
	Enhancing internal control system	 Number of compliance inspections
/• \$	Strengthening values and work ethics culture	Number of programmes
A	Collaboration programmes with Malaysian Anti-Corruption Commission (MACC) / Malaysian Anti-Corruption Academy (MACA)	 Number of programmes

THE WAY FORWARD

Moving forward, it is paramount that ISN leverages in its established status as the custodian and propagator of knowledge and practice in Science, Medicine and Technology in Sports;

To continuously set standards and benchmarks in professional practice, systems and processes that will truly raise it as the key Institute in ASEAN, in value creation.

Beyond 2030, the ISN should be the ASEAN NEXUS that drives the ecosystem of Sports Performance:

From Peak Performance to Sports Industry.



Walau ribut datang melanda Walau panas terus membara Namun kakiku ini kan terus melangkah

> Walau jalan semakin sukar Walau aral semakin mencabar Namun berputus asa Bukanlah cara kita

> > Kerna niat yang suci Yang tersemat di dada Kerna tekad di hati Bergemuruh di jiwa

Kami akan terus melangkah Kami akan terus berdiri Kami akan terus bersatu

Berganding bahu dengan harmoni (2x)

Semua untuk Institut Sukan Negara Demi kemajuan sukan Malaysia (2x)

Demi kemajuan sukan Malaysia (2x)

