

EXPERIENCE
Our Strength

GOVERNANCE
Our Priority

PERFORMANCE
Our Ultimate Objective

MY CORE VALUES

FAITHFUL

We are firm in adherence to promises and in observance of duty

HONESTY

We tell the Truth even when it's difficult. We avoid duplicity and deceitful behaviour

COURAGE

It is not the absence of fear but the judgment that something else is more important than fear.

RESPECT

We treat others with dignity and respect. We take the lead and show value to others

RESPONSIBILITY

We take responsibility for our actions which includes both failures and successes.

COMMITMENT

We keep our word and our commitments. We ask for relief sooner than later if necessary.

ETHICAL

We are ethical and we operate within the laws, the guidelines and policies edicted



HAMAD KALKABA MALBOUM
CANDIDATE FOR ANOCA PRESIDENT

« The important thing in Life is not triumph, but the struggle; the essential thing is not to have conquered but to have fought well. » Pierre de Coubertin

COMPETENCES

STRATEGIC THINKING - Ability to adequately utilize the resources (human, financial and technological) at its disposal in order to achieve the objectives that support the vision of the organization.

SYSTEMIC APPROACH - Ability to understand the various components of the organization, the dynamics and interactions between these components and the constraints faced by the system.

DEFINITION OF DIRECTION AND ORIENTATION - Ability to articulate clearly with motivation in mind, the purpose and objectives of the organization in order to guide the evolution of the team and ensure the use of resources for these same objectives.

SUPPORT FOR EXECUTIVES AND OPERATIONNAL TEAMS - Ability to support the team in establishing operating rules and protocols in order to transfer responsibility to the individuals responsible for carrying out the tasks.

SKILLS DEVELOPMENT - Ability to put in place a process of continuous development of individuals in line with their wishes and motivations.

PERFORMANCE MANAGEMENT - Ability to have the conversations required to support the performance improvement of executives and operational team members in line with their wishes and aspirations.

COLLABORATION AND INTERPERSONAL SKILLS - Ability to establish environments that facilitate the contribution of two or more people to the achievement of identical and shared goals. This competency allows to understand the perspective of others and to integrate it in order to obtain the collaboration and the support of the individuals concerned in the attainment of the shared objectives.

CHANGE MANAGEMENT - Ability to change a system by integrating the perspective and collaboration of the individuals concerned and impacted by change.

VISION

TO MAKE ANOCA, the driving force behind the development of sport and the promotion of Olympism in Africa, by always putting our institution at the service of the Olympic and sports movement in general and of the National Olympic Committees in particular.

MISSION

- REBUILD TRUST**
- ENGAGE THROUGH GREAT SPORT**
- ATTRACT PARTNERS**
- MOBILIZE GOVERNMENTS AND NGOs**
- PROMOTE OUR BRAND AND KEEP IT RELEVANT**

EXPERIENCE

CURRENTLY

IAAF VICE PRESIDENT and **CHAIRMAN** of the IAAF Development Commission
PRESIDENT of the Confederation of African Athletics (CAA)
PRESIDENT of the Cameroon National Olympic and Sports Committee (CNOSC)

FORMERLY

PRESIDENT of the International Military Sport Council (CISM)
PRESIDENT of the Organization of Military Sports in Africa (OSMA)
PRESIDENT of the Cameroon Athletics Federation
PRESIDENT of the Cameroon Handball Federation

Adresse: BP 528 Yaoundé – Cameroun
Tel/Fax: +237 222 212 206 - **Mobile :** +237 677 504 545
E-mail: kalkaba.malboum@yahoo.com





EXPERIENCE
Our Strength

GOVERNANCE
Our Priority

PERFORMANCE
Our Ultimate Objective

REBUILD TRUST

HAMAD KALKABA MALBOUM

ANOCA, RESOLUTELY AT THE SERVICE OF AFRICAN NATIONAL OLYMPIC COMMITTEES

VISION

MAKE ANOCA, the driving force behind the development of sport and the promotion of Olympism in Africa, by always putting our institution at the service of the Olympic and sports movement in general and of the National Olympic Committees in particular.

MISSION

- REBUILD TRUST
- ENGAGE THROUGH GREAT SPORT
- ATTRACT PARTNERS
- MOBILIZE GOVERNMENTS AND NGOs
- PROMOTE OUR BRAND AND KEEP IT RELEVANT

REBUILD TRUST EXPLAINED

TRUST in all sport must be restored, we need to ensure Good Governance and Efficient Management of Anoca's activities and substantially support its constituting bodies, namely National Olympic Committees (NOCs) and Development Zones;

Address: BP 528 Yaoundé – Cameroun
Tel/Fax: +237 222 212 206 - **Mobile :** +237 677 504 545
E-mail: kalkaba.malboum@yahoo.com



TOGETHER WE WILL

CREATE a framework for dialogue, that involves all the stakeholders of the African olympic and sports movement, most especially NOCs, in the prospect of designing and implementing a strategic and operational plan for the development of the Olympic Movement in Africa, as well as in the process of making major decisions affecting our Movement;

SEEK the support of Governments for the benefit of National Olympic Committees, in order to enable them to acquire functional headquarters, to recruit sufficient and qualified human resources, to raise the necessary financial resources for the implementation of their respective development programs;

WORK in the prospect of setting up, at the continental level, high performance training centers for the various Olympic sports disciplines;

CONTRIBUTE to the improvement of the functioning of existing high performance training centers in Africa, with the ultimate objective of enabling National Olympic Committees to qualify the maximum number of athletes possible for the Youth Olympic Games and for the Games of the Olympiad;

SUPPORT and coordinate the preparation of the best African athletes at the Youth Olympic Games and the Games of the Olympiad, in order to increase the chances of Africa to win a greater number of medals;

URGE the African Union and African countries to enact laws that will guarantee the status of high-level athletes and their future reconversion through an appropriate social reintegration;

INCREASE the financial resources of the Development Zones, in order to enable them to operate properly and to better coordinate the activities of the National Olympic Committees within their jurisdiction;

Fight corruption, doping, injustice and any wrongdoing and mischief both on and off the field of play so fair play, fair competition and fair treatment are reinstated principles of sport in Africa.



EXPERIENCE
Our Strength

GOVERNANCE
Our Priority

PERFORMANCE
Our Ultimate Objective

ENGAGE THROUGH GREAT SPORTS

HAMAD KALKABA MALBOUM

ANOCA, RESOLUTELY AT THE SERVICE OF AFRICAN NATIONAL OLYMPIC COMMITTEES

VISION

MAKE ANOCA, the driving force behind the development of sport and the promotion of Olympism in Africa, by always putting our institution at the service of the Olympic and sports movement in general and of the National Olympic Committees in particular.

MISSION

- REBUILD TRUST
- ENGAGE THROUGH GREAT SPORT
- ATTRACT PARTNERS
- MOBILIZE GOVERNMENTS AND NGOs
- PROMOTE OUR BRAND AND KEEP IT RELEVANT

ENGAGE THROUGH GREAT SPORTS

ENGAGE in and organize world-class, affordable and universally appealing competitions;



TOGETHER WE WILL

PROFESSIONALIZE the organization of the All Africa Games, the All Africa Youth Games, the Africa Beach Games and other major sports events in collaboration with Continental Sports Confederations. This will attract the media, sponsors and other partners and will in turn increase our visibility and our financial resources;

ORGANIZE multi-sport zonal competitions, in order to stimulate the activities of Regional bodies of African sports confederations and to enable the detection of talents;

SUPPORT the organization of the Africa University Games, with a view to promote the culture of performance and the educational value of sport amongst university students;

INITIATE and supervise the elaboration of a unified annual calendar for all sports activities scheduled in the continent;

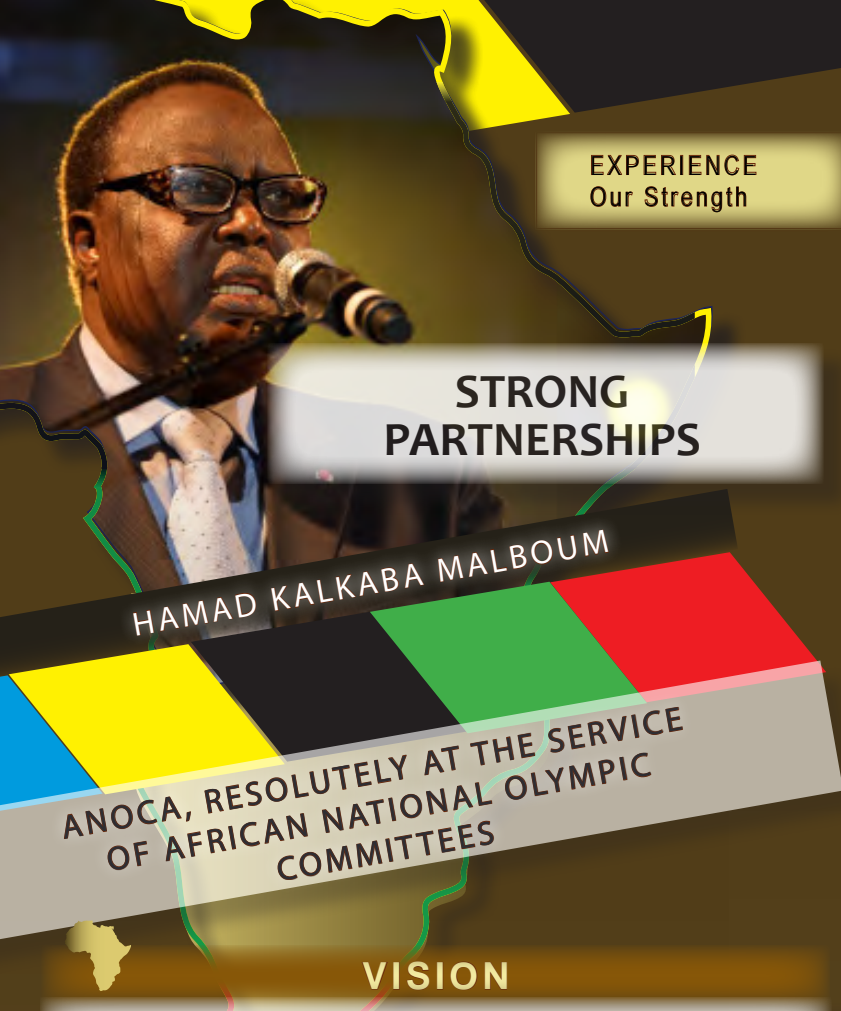
WORK with Organizing Committees of international competitions placed under the authority of the IOC in order to make sure that the requirements to deliver visas to African Delegations are the same as those of Delegations from other continents.

BACK efforts by countries hosting major sporting events to make the games legacy (Olympic Complex and Games Village) profitable;

COOPERATE with the institutions in charge of training African Sport and Physical Education staff with a view to the promotion of Olympic Values.

Address: BP 528 Yaoundé – Cameroun
Tel/Fax: +237 222 212 206 - **Mobile :** +237 677 504 545
E-mail: kalkaba.malboum@yahoo.com





EXPERIENCE
Our Strength

GOUVERNANCE
Our Priority

PERFORMANCE
Our Ultimate Objective

STRONG PARTNERSHIPS

HAMAD KALKABA MALBOUM

ANOCA, RESOLUTELY AT THE SERVICE OF AFRICAN NATIONAL OLYMPIC COMMITTEES

VISION

MAKE ANOCA, the driving force behind the development of sport and the promotion of Olympism in Africa, by always putting our institution at the service of the Olympic and sports movement in general and of the National Olympic Committees in particular.

MISSION

REBUILD Trust

ENGAGE through Great Sport

ATTRACT Partners

MOBILIZE Governments and NGOs

PROMOTE our Brand and keep it relevant

STRONG PARTNERSHIPS

ATTRACT and strengthen the strategic partnerships with key players in the African and international Olympic and sports movement;

TOGETHER WE WILL

CREATE a workable synergy between ANOCA, African Sports Confederations and the African Union for the organization of the Africa Games;

CREATE a framework for dialogue between African Ministers in charge of Sport and Presidents of African National Olympic Committees;

FOSTER collaboration between sub-regional political and economic organizations, Development Zones of the Association of National Olympic Committees of Africa (ANOCA) and Regional bodies of continental sports confederations;

PROMOTE benchmarking and exchange of experiences between African National Olympic Committees (Inter-African NOCs Cooperation);

ENABLE the setting up of a partnership between all the stakeholders in sport at the national level (Governments, NOCs, National federations, Municipalities etc.)

AROUSE the interest of multinational companies operating in Africa to sponsor activities of the African sports movement.

PROMOTE cooperation with other continental organizations, the European Olympic Committee (EOC), the Olympic Council of Asia (OCA), the Pan American Sports Organization (PASO), the South American Sport Organization (ODESUR), National Olympic Committees Oceania (ONOC) and the Sports Organization of Central America and the Caribbean (ODECABE);

PROMOTE cooperation with the National Olympic Committees of Great sporting nations such as the United States, Russia, China, Japan, Great Britain, Australia, Cuba etc ;

ENSURE in partnership with all the stakeholders to the African Olympic Movement that sport remains a driver for positive social change and healthy economies throughout Africa, while protecting at the level of the African Union sport's integrity, governance and financing.

Address: Po BOX 528 Yaoundé – Cameroun

Tel/Fax: +237 222 212 206 - **Mobile :** +237 677 504 545

E-mail: kalkaba.malboum@yahoo.com





EXPERIENCE
Our Strength

GOVERNANCE
Our Priority

PERFORMANCE
Our Ultimate Objective

MOBILIZATION AROUND SPORTS

HAMAD KALKABA MALBOUM

ANOCA, RESOLUTELY AT THE SERVICE
OF AFRICAN NATIONAL OLYMPIC
COMMITTEES

VISION

MAKE ANOCA, the driving force behind the development of sport and the promotion of Olympism in Africa, by always putting our institution at the service of the Olympic and sports movement in general and of the National Olympic Committees in particular.

MISSION

REBUILD Trust

ENGAGE through Great Sport

ATTRACT Partners

MOBILIZE Governments and NGOs

PROMOTE our Brand and keep it relevant

SPORTS FOR SOCIETY

SPORT as a means to promote **HEALTH, EDUCATION, PEACE** and **DEVELOPMENT** on the African continent

Address: BP 528 Yaoundé – Cameroun
Tel/Fax: +237 222 212 206 - **Mobile :** +237 677 504 545
E-mail: kalkaba.malboum@yahoo.com



TOGETHER WE WILL

HEALTH

PROMOTE sport for all and carry out awareness raising campaigns on the contribution of sport in the maintenance of the health for African populations;

CONTRIBUTE actively in the fight against doping in sport, not only through the adherence of African NOCs to the various requirements of WADA and the creation of national anti-doping structures in each African country, but also and most of all through national and continental sensitization campaigns on doping, at all levels in the practice of sport in our continent.

EDUCATION

COOPERATE with ministries in charge of education for a module on Olympism to be included in school and university curricula;

ENCOURAGE the creation, in each National Olympic Committee (NOC), of a National Olympic Academy, thereby promoting the effectiveness of the continental implantation of the Association of National Olympic Academies of Africa (ANOAA);

ESTABLISH an African Centre for Olympic Studies that will enable our continent to enrich the universal Olympic values with our cultural and environmental realities;

TEACH and encourage ethical behaviour in all aspects of sport, from administrators through to athletes and advisors;

ENCOURAGE and assist African NOCs in designing national training programs for their technical and administrative officials, as well as coaches. These programs should suit their own realities and be different from those offered by continental and international Olympic and sports bodies.

PEACE

CARRY out a campaign for the promotion of values of tolerance, fair play, understanding and mutual respect, based on the effective celebration, by National Olympic Committees (NOCs), of the International Day of Sport for Peace and development (6th April).

DEVELOPPEMENT

ENSURE that development and environmental issues are included in the specifications for the organization of competitions placed under the authority of the Association of National Olympic Committees of Africa (ANOCA);

CONTRIBUTE, in collaboration with African NOCs and Development Zones, in the achievement of the United Nations and IOC sustainable development goals.



EXPERIENCE
Our Strength

GOVERNANCE
Our Priority

PERFORMANCE
Our Ultimate Objective

ANOCA BRANDING

HAMAD KALKABA MALBOUM

ANOCA, RESOLUTELY AT THE SERVICE OF AFRICAN NATIONAL OLYMPIC COMMITTEES

VISION

MAKE ANOCA, the driving force behind the development of sport and the promotion of Olympism in Africa, by always putting our institution at the service of the Olympic and sports movement in general and of the National Olympic Committees in particular.

MISSION

REBUILD Trust

ENGAGE through Great Sport

ATTRACT Partners

MOBILIZE Governments and NGOs

PROMOTE our Brand and keep it relevant

THE ANOCA BRAND

PROMOTE the ANOCA Brand and evolve it into a young, dynamic, efficient image which is genuinely African and genuinely relevant to Africans.

TOGETHER WE WILL

UNDERSTAND what our brand stands for and means not just to us but to all our stakeholders from partners to participants;

DEVELOP and implement a strategy to integrate cultural activities into the sports events organized by ANOCA, with the aim of arousing more interest from the youth.

ALIGN ANOCA to the current technological development in communication, particularly promoting an interaction between ANOCA and young people through social networks;

BRANDING EXPLAINED

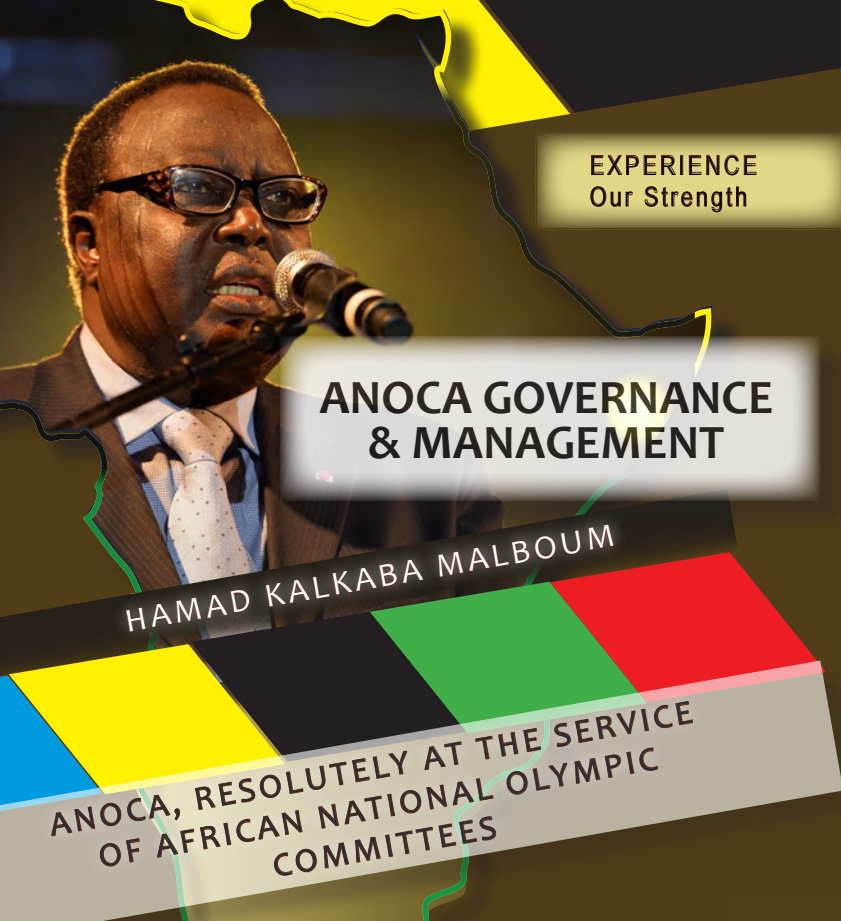
OUR PROPOSAL WILL GIVE ANOCA

A strong brand that will help bring greater credibility and trust to our activities, and will act as a catalyst for people and organisations who are interested in working with the African Olympic Movement in general and with ANOCA in particular;

It will also give us the tools to build internal cohesion within ANOCA and trust with external partners. We will leverage these to strengthen internal capacity and achieve impact on the continent. The resulting reputation then will enhance ANOCA's identity and image.

Address: Po Box 528 Yaoundé – Cameroun
Tel/Fax: +237 222 212 206 - **Mobile :** +237 677 504 545
E-mail: kalkaba.malboum@yahoo.com





EXPERIENCE
Our Strength

GOVERNANCE
Our Priority

PERFORMANCE
Our Ultimate Objective

ANOCA GOVERNANCE & MANAGEMENT

HAMAD KALKABA MALBOUM

ANOCA, RESOLUTELY AT THE SERVICE OF AFRICAN NATIONAL OLYMPIC COMMITTEES

VISION

MAKE ANOCA, the driving force behind the development of sport and the promotion of Olympism in Africa, by always putting our institution at the service of the Olympic and sports movement in general and of the National Olympic Committees in particular.

MISSION

1. **REBUILD** Trust
2. **ENGAGE** through Great Sport
3. **ATTRACT** Partners
4. **MOBILIZE** Governments and NGOs
5. **PROMOTE** our Brand and keep it relevant

ANOCA GOVERNANCE & MANAGEMENT

SETUP a fully functional, operational, sustainable, effective and efficient office at the ABUJA headquarters.

TOGETHER WE WILL

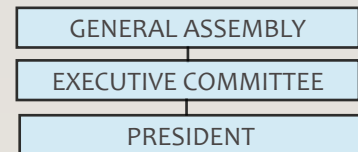
DETERMINE, inspired by IOC and ANOC, the type of Staff we require at the ABUJA headoffice;

DEVELOP and implement a strategy to recruit experienced staff from across the African continent to manage the operations of our headoffice under the supervision of the Executive Committee, the President and the Secretary General in accordance with conditions set out in the agreement with the Federal Republic of Nigeria;

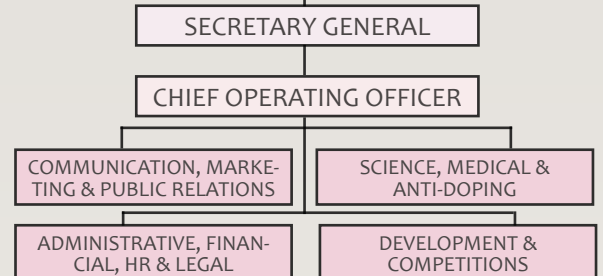
ALIGN ANOCA to the current trend in terms of Accountability, Responsibility, Transparency, Social responsibility, Independence, Fairness and Discipline.

OUR PROPOSED STRUCTURE

GOVERNANCE



MANAGEMENT



Address: Po Box 528 Yaoundé – Cameroun
Tel/Fax: +237 222 212 206 - **Mobile :** +237 677 504 545
E-mail: kalkaba.malboum@yahoo.com

