



OPERATING POLICIES OF CKA AMERICA

Internal communication means should be used to establish effective communication between all levels of the CKA, spreading in a clear, timely and responsible manner the activities carried out by the Association.

Organizational communication should be used as a tool to improve organizational performance and staff well-being. It is the only known tool, useful for aligning individual efforts with organizational strategy.

Within the communication strategy, CKA managers must forge a culture of principles and values that generate identity and belonging.

CKA managers at the level of the continent must permanently increase the corporate image of the Organization so that the general public can identify the mission and the role of the CKA in martial arts at large.

The communication between the Directors that constitute the CKA must be made at least once every three months, to discuss matters related to the proper functioning of the organization.

The planning must be practiced at all levels, to ensure the fulfillment of the proposed objectives by each of the headquarters that constitute the CKA.

The projections that are made, should have as frame of reference a minimum period of three (3) years. Resulting plans should be evaluated permanently.

The achievement of objectives and continuous improvement should guide each of the processes and actions of the members of the organization.

The certification of black belts should not be the end of our organization, but the increase of the permanent satisfaction of the Clients and the improvement in the performance of the CKA as organization of professional training in Hapkido.

The real needs of the CKA must be analyzed and prioritized according to the strategic objectives.

Success in meeting CKA goals depends on adequate management and resource management.

The administration of CKA should be based on the best practices that lead to an optimization of resources and to the permanent satisfaction of the members of our association.

The administration of the Human Resource that composes CKA, should focus on continuously improving the provision of services that meet the needs of wellbeing,



coexistence, education, and remuneration.

The proper treatment of the members of the CKA and the permanent disposition to dialogue should be common practice in all interpersonal relations, preserving the respect and consideration of the martial hierarchy.

The Professional Martial Education in the CKA, should seek to obtain the integral profile of the Instructor or Teacher, that ensure the satisfaction of institutional needs and integrate education with the strategy of the Organization.

Education is a permanent, continuous and integral process that must prepare us to exercise leadership in the context of martial arts at national and international level.

Training, training and training must be oriented towards a deep and permanent transformation in the formation of the "competences of being".

The education of the Instructor and / or teachers, since graduation, must be uninterrupted and upward.

The attached Academies and established training programs must maintain a quality assurance process that will lead to certification and achievement of the level of excellence.

CKA as a training center and its attached schools, will promote the internationalization of their training programs.

Provision should be made for the adoption of Korean as a second language for CKA Instructor and Teacher staff.

Teachers affiliated with CKA Korea or who are currently school principals or CKA executives must submit at least once a year to a practical theoretical assessment to maintain the high standards of quality in teaching and dissemination of techniques Taught by CKA.

Instructors, teachers or teachers who, for more than two years, do not participate in the association's activities, will be asked to deactivate their affiliation with CKA Korea.

The Directors of each country are not allowed to participate in activities or events of other Hapkido federations worldwide without the prior authorization of the CKA HQ in Korea and whose processing is done through the International Director of CKA.

According to the percentages established by HQ CKA Korea, in the payment of DAN grade tests, the money must be sent semiannually to CKA America's headquarters in Colombia.

They can only grant DAN grades, teachers who have second DANs onwards.



All DAN degree candidates in each country must be presented to the International Director of CKA for approval prior to submission of requirements and resume of the same.

All the black belts of each country through the director or representative, must read and sign as acceptance the following policies and send them signed via email.

All the managers or representatives of each country, must send by e-mail no later than the last week of January, the scheduled activities of CKA for validity in excel format, descending the following fields: activity, start date, end date, responsible .

Chief Master William Rayo Rosero
Director Cheong Kyum Association America

First name: _____

I accept the contents of the Internal Regulations of CKA America and the operating policies described above: Month ___ Day ___ Year ___ Signature _____