

# **GHS DEVELOPMENT PORTFOLIO**



# **GHS DEVELOPMENT PORTFOLIO**

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  - **TALENT IDENTIFICATION AND DEVELOPMENT**
  - **PARALLEL COACHING**
  - **HIGH PERFORMANCE**
  - **EMPLOYMENT**



# **GHS DEVELOPMENT PORTFOLIO**

## **VISION**

**TO IDENTIFY, DEVELOP AND NUTURE  
EQUESTRIAN ATHLETES, COACHES AND  
THOSE IN AFFILIATED ROLES TO ENSURE THE  
ONGOING SUSTAINABILITY OF THE SPORT IN  
THE PROVINCE.**



# **GHS DEVELOPMENT PORTFOLIO**

## **WHY?**

- **COORDINATED AND FOCUSED EFFORT TO ENSURE LONG TERM SUSTAINABILITY OF THE SPORT**
- **ENCOURAGE ATHLETES FROM HISTORICALLY DISADVANTAGED COMMUNITIES**
- **PROVIDE GREATER ACCESS TO DEVELOPMENT PROGRAMS THAN JUST THE POCKETS OF EXCELLENCE**
- **ALLOWS FOR COORDINATED MARKETING CAMPAIGNS TO INCREASE AWARENESS OF THE SPORT.**

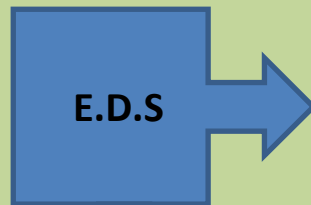
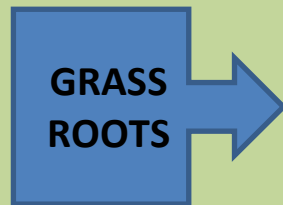
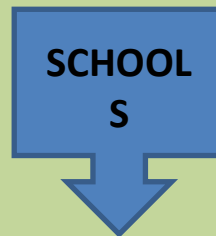


# GHS DEVELOPMENT PORTFOLIO

GHS

RESPONSIBILITY

SANEF



# **GHS DEVELOPMENT PORTFOLIO**

## **GRASS ROOTS**

### **OVERVIEW**

- **TOWNSHIP IDENTIFICATION – TAKE YOUTH OFF THE STREETS**
- **GIVE OPPORTUNITY TO INDIVIDUALS WITH DISABILITIES**
- **IMMEDIATE IMPLEMENTATION**
- **A SPREAD OF SCHOOLS ACROSS THE PROVINCE**
- **FUNDING**
  - **LIMITED FUNDS FROM PROVINCE THROUGH GHS**
  - **GIVES OPPORTUNITY TO SCHOOLS AND INSTRUCTORS TO GIVE BACK TO SOCIETY**
- **USED AS A FEEDER TO SANEF SCHOOLS**



# **GHS DEVELOPMENT PORTFOLIO**

## **GRASS ROOTS**

### **SELECTION CRITERIA – RIDING SCHOOLS**

- **MUST HAVE DESIRE TO GIVE BACK TO THE COMMUNITY AND THE SPORT**
- **ABLE TO PROVIDE TRANSPORT, HORSES, EQUIPMENT AND MEALS**
- **AGREE TO PROVIDE REGULAR FEEDBACK TO GHS**
- **ABLE TO COVER COSTS OVER AND ABOVE FUNDS PROVIDED BY GHS**
- **PROVIDE CERTAIN BENEFITS**
  - **MEMBERSHIP DISCOUNTS**
  - **RECOGNITION THROUGH ARTICLES**
  - **SPECIAL LOGOS FOR USE ON STATIONARY, SIGNAGE ETC**



# **GHS DEVELOPMENT PORTFOLIO**

## **GRASS ROOTS**

### **PROCESS**

- **SELECT STAND OUT SCHOOL , COMMUNITY CENTRE IN LOCAL COMMUNITY**
- **MEET WITH HEAD OF THE FACILITY**
  - **DISCUSS SELECTION CRITERIA**
  - **DESIRE TO OR SHOW AN INTEREST TO RIDE**
- **MEET WITH PROSPECTIVE RIDERS – CHAT ABOUT RIDING**
  - **INVITE TO A OPEN DAY**
  - **SEND LETTERS TO PARENTS**
  - **REQUIRE TRANSPORT TO COLLECT AND RETURN RIDERS TO THEIR HOMES.**
  - **FEED RIDERS WHEN AT YARD**



# **GHS DEVELOPMENT PORTFOLIO**

## **GRASS ROOTS**

### **PROCESS**

#### **➤ OPEN DAY**

- **CORRECT BEHAVIOUR AROUND HORSES**
- **BASICS ABOUT HORSES**
- **OPPORTUNITIES AROUND HORSES**
- **GROOMING SESSION**
- **HORSE CARE**
- **INTRO RIDING LESSON**
- **SAFETY WHEN RIDING**

#### **➤ ADDITIONAL LEARNING**

- **MUCKING OUT, TACKING UP, LUNGING, SHOW PREPARATION, BOXING ETC**



# **GHS DEVELOPMENT PORTFOLIO**

## **GRASS ROOTS**

### **GHS ROLE**

- **OVERALL CO-ORDINATING ROLE**
- **MONITORING PROCESS TO ENSURE**
  - **STANDARDS ARE BEING FOLLOWED**
  - **PROGRESS OF ATHELETE TO NEXT PHASE [SCHOOLS/EDS OT TID]**
- **FACILITATE FUND RAISING AND SPONSORSHIP INITIATIVES**
  - **CITY OF JOHANNESBURG**
  - **GAUTENG PROVINCE – SPORTS AND RECREATION**
  - **NATIONAL**
  - **BUSINESS**



# **GHS DEVELOPMENT PORTFOLIO**

## **GRASS ROOTS**

### **Benefits**

- **CREATE GREATER AWARENESS AND INTEREST IN THE SPORT**
- **BRING NEW BLOOD INTO SPORT**
- **ADDRESS ISSUES OF SOCIAL RESPONSIBILITY**
- **CREATE JOB OPPORTUNITIES**



# GHS DEVELOPMENT PORTFOLIO

## EDS

### Process

- **GHS CONTINUES WITH OVERALL MANAGEMENT ROLE.**
- ***APPLICANT MUST PROVIDE AN ANNUAL PLAN WHEN SUBMITTING APPLICATION IN ORDER TO BENEFIT FROM EDS.***
- ***APPLICATION MUST PROVIDE AN INDICATION OF ANNUAL COSTS INCURRED.***



# **GHS DEVELOPMENT PORTFOLIO**

## **EDS**

### **Process**

- **SELECTION OF ATHLETES BASED ON PARTICULAR SELECTION CRITERIA**
  - **FINANCIAL SITUATION**
  - **PLAN**
  - **ACCESS TO INSTRUCTION, FACILITIES AND EQUIPMENT**
  - **SKILLS – READY TO COMPETE**
  - **COMMITMENT**
  - **CONTRACTUAL BEHAVIOUR**



# **GHS DEVELOPMENT PORTFOLIO**

## **EDS**

- **MONITORING PROCESS TO ENSURE**
  - **STANDARDS ARE BEING FOLLOWED**
  - **PROGRESS OF ATHLETE**
  - **ACHIEVEMENT OF GOALS.**
- **EDS PARTICIPANTS TO ASSIST AT GRASS ROOTS LEVEL**
  - **CREATE ROLE MODELS**
- **FAILURE TO MEET PLAN OR COMPLY WITH REQUIREMENTS WILL RESULT IN DISQUALIFICATION FROM PROGRAM**



# **GHS DEVELOPMENT PORTFOLIO**

## **EDS**

### **Benefits**

- **CREATES ROLE MODELS**
- **ENHANCES ACCESS TO EQUESTRIAN SPORT**
- **ELIMINATES PERCEPTION OF ELITEST SPORT**



# GHS DEVELOPMENT PORTFOLIO

## Talent Identification and Development

*It is about developing THE SYSTEM in which an individual learns and performs.*

**TALENT IDENTIFICATION AND DEVELOPMENT [TID].**

*Working together towards a planned future for equestrian athletes by the provision of sport services to create a culture of excellence*

*In which all members of the team [athletes, coaches, managers, scientists] can interact with one another in a formal and informal way*



# **GHS DEVELOPMENT PORTFOLIO**

## **Talent Identification and Development**

***The aim of this program is to provide identified Riders with the relevant skills sets and experiences so as to place them in a position where they can move into the High Performance category and put themselves in a position for selection to the World Equestrian Games in 2014 and beyond.***



# GHS DEVELOPMENT PORTFOLIO

## Talent Identification and Development

- TALENT IDENTIFICATION MODELS SEEK UNIQUENESS, INDIVIDUALITY AND DIFFERENCE. SELECTION IS NOT MERELY BASED ON RANKINGS.
- ASSIST “ATHLETES” TO REALIZE THEIR FULL POTENTIAL
- COMPILE A BLUE PRINT THAT INCLUDES
  - SELECTION CRITERIA
  - DEVELOPMENT PROCESSES
  - TRAINING CAMPS
  - COMPETITION PARTICIPATION [IN COUNTRY/REGIONAL/INTERNATIONAL]
  - COACHING SUPPORT
  - SCIENTIFIC SUPPORT



# **GHS DEVELOPMENT PORTFOLIO**

## **Talent Identification and Development**

- **MANAGE FINANCIAL ISSUES, FACILITIES AND EQUIPMENT**
- **FACILITATE FUND RAISING AND SPONSORSHIP INITIATIVES**
- **FOR NON ATHLETES DEVELOP TRAINING PROGRAMS IN FIELDS SUCH AS**
  - **GROOMING**
  - **STABLE MANAGEMENT**
  - **YARD MANAGEMENT**
  - **FARRIER**



# **GHS DEVELOPMENT PORTFOLIO**

## **Talent Identification and Development**

➤ **CREATE A MULTI DISCIPLINE COMMITTEE [TALENT MANAGEMENT TEAM] TO MANAGE THIS PROCESS**

➤ **COMMITTEE RESPONSIBLE FOR**

➤ **COMPILING BLUE PRINT**

➤ **SELECTING PARTICIPANTS**

➤ **ASSESSING NEEDS OF PARTICIPANTS**

➤ **RUNNING TRAINING CAMPS**

➤ **ESTABLISHING NETWORK OF SERVICE PROVIDERS AND DETERMINING COSTS OF THESE SERVICES**

➤ **PHYSIOTHERAPISTS**

➤ **SPORTS PSYCHOLOGISTS**

➤ **MOTIVATIONAL SPEAKERS**

➤ **NUTRITIONALISTS ETC**

➤ **YOUNG RIDERS**



# **GHS DEVELOPMENT PORTFOLIO**

## **Talent Identification and Development FUNDING**

- **PERCENTAGE OF SPONSORSHIP TO BE COMMITTED BY EVERY SPONSOR**
- **PERCENTAGE OF ENTRY FEES**
- **CORPORATE SPONSORSHIP FOR A DESERVING INDIVIDUAL/S OR DISCIPLINE**
- **LOTTO**



# **GHS DEVELOPMENT PORTFOLIO**

## **Parallel Coaching Development**

- **CALLED “TOP UP” PROGRAM**
- **IN PREPARATION FOR MORE DEMANDING FEI COACHING COURSES**
- **INCLUDE MODULES SUCH AS**
  - **ROLE OF THE COACH, COACHING METHODS, TALENT IDENTIFICATION**
  - **FLAT WORK**
  - **DRESSAGE COACHING**
  - **SHOW JUMPING SKILLS**
  - **BASIC EVENTING**
- **CLAIRE WEBB HAS AGREED TO “MANAGE” THIS PROGRAM.**



# **GHS DEVELOPMENT PORTFOLIO**

## **Parallel Coaching Development**

### **➤ PROCESS**

- ONE SESSION OF TWO ONE HOUR SESSIONS PER MONTH AT A SUITABLE TIME
- MINIMAL COST PER MODULE AS NOT EVERY MODULE WILL APPLY TO EVERY INSTRUCTOR
- CERTIFICATE OF PARTICIPATION FOR THOSE THAT ATTEND 4 OUT OF 5 MODULES

### **➤ BENEFITS**

- CONSISTENCY IN INSTRUCTION
- IMPROVED LEVEL OF INSTRUCTION
- IMPROVED COMMUNICATION BETWEEN INSTRUCTORS
- RECOGNITION
- ASSIST WITH SELECTION OF ATHLETES TO T.I.D. PROGRAM



# **GHS DEVELOPMENT PORTFOLIO**

## **High Performance**

- **SUCCESSFUL PARTICIPATION IN T.I.D PROGRAM SHOULD LEAD TO HIGH PERFORMANCE**
- **HIGH PERFORMANCE MUST BE RESPONSIBILITY OF SANEF**
- **CAUTION AGAINST SETTING EXPECTATIONS**



# GHS DEVELOPMENT PORTFOLIO

## Employment

- **COMPILE REGISTER OF TRAINED INDIVIDUALS**
  - **PERSONAL DETAILS**
  - **SKILLS**
  - **AVAILABILITY**
- **YARDS/INSTRUCTORS APPROACH GHS FOR AVAILABILTY AND REFERENCES**
- **DO NOT LOSE SKILL SET FROM SPORT**

