

# Mitigating the Drama

Overcoming some of OHSET's Challenges



IF YOU HONESTLY AREN'T ABOUT  
THE BARN DRAMA...



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PERHAPS YOU SHOULD DISMOUNT YOUR DRAMA  
LLAMA AND STABLE THAT BEAST.

# Candi Bothum, State Chair



**OHSET**

## **Former OHSET**

- **Coach – 2 different teams**
- **District Vice Chair – Central**
- **District Chair – Central**
- **State Judges' Chair**
- **State Vice Chair**

## **Experienced**

- **Volunteer Manager**
- **Non-Profit Executive Director**
- **Youth Horse Show Judge**
- **Facilitator**
- **Educator**
- **Mediator**



# General Tips for Better Communication

- **Be Direct AND Kind**
- **Be Discreet**
- **Be Honest**
- **Be Courteous**
- **Remember the Audience**
  - **Youth**
  - **Parents**
  - **Adult Volunteers**
  - **School Staff**



# Giving Yourself Credibility



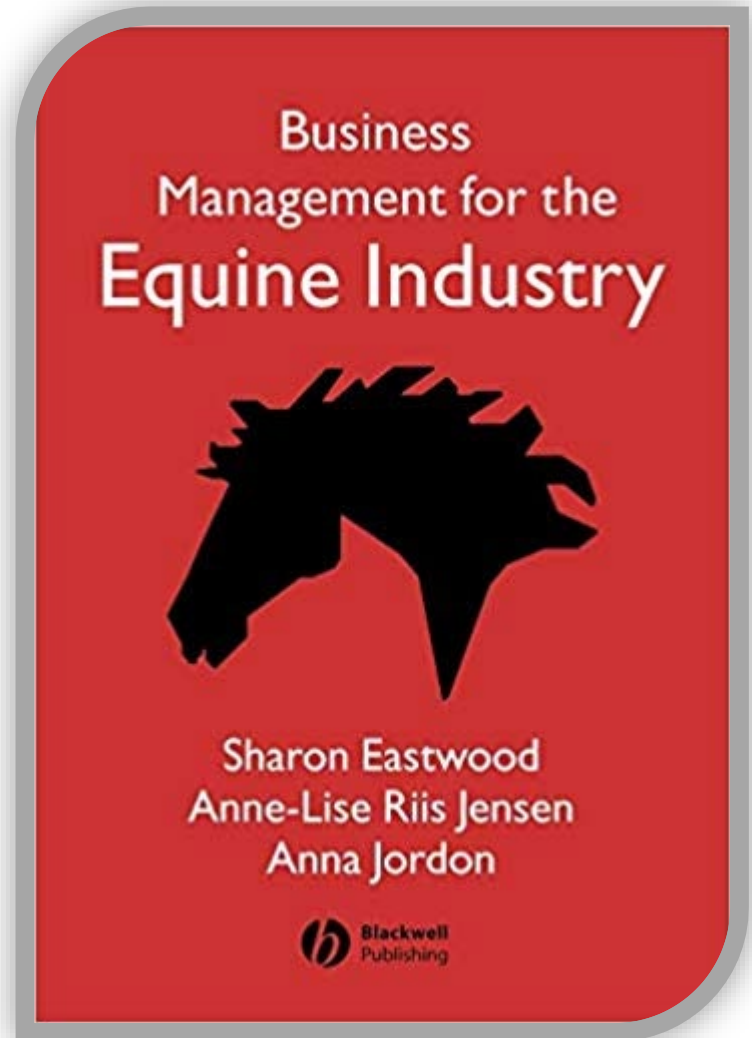
- **Know AND Follow the Rules**
- **Be Honest**
- **Be Fair** *"Life isn't fair, but you can be."*
- **Be Trustworthy** *"Trust is like Credit, it Takes a Long Time to Build and One Bad Moment/Choice to Destroy it."*
- **Say What YOU Mean**
- **Don't take one person's word, if you don't have to; investigate**

# Transparency in ALL things \$\$\$\$\$\$

- **Monthly Financial Reports; Make Copies and Share with Anyone who has questions.**
- **Event/Fundraising Financial Reports – Do this after each fundraising endeavor**
- **Include the athletes in the decision making for ALL spending and fundraising**
- **DON'T ASSUME!**



# **OHSET is NOT Part of Your Business Model**



- **Keep your horse business separate from OHSET**
- **No special treatment for students**
- **OHSET functions are volunteer for ALL**
- **If you're loaning a horse, equipment, etc., YOU must separate that from team "stuff"**



# Be a Coach

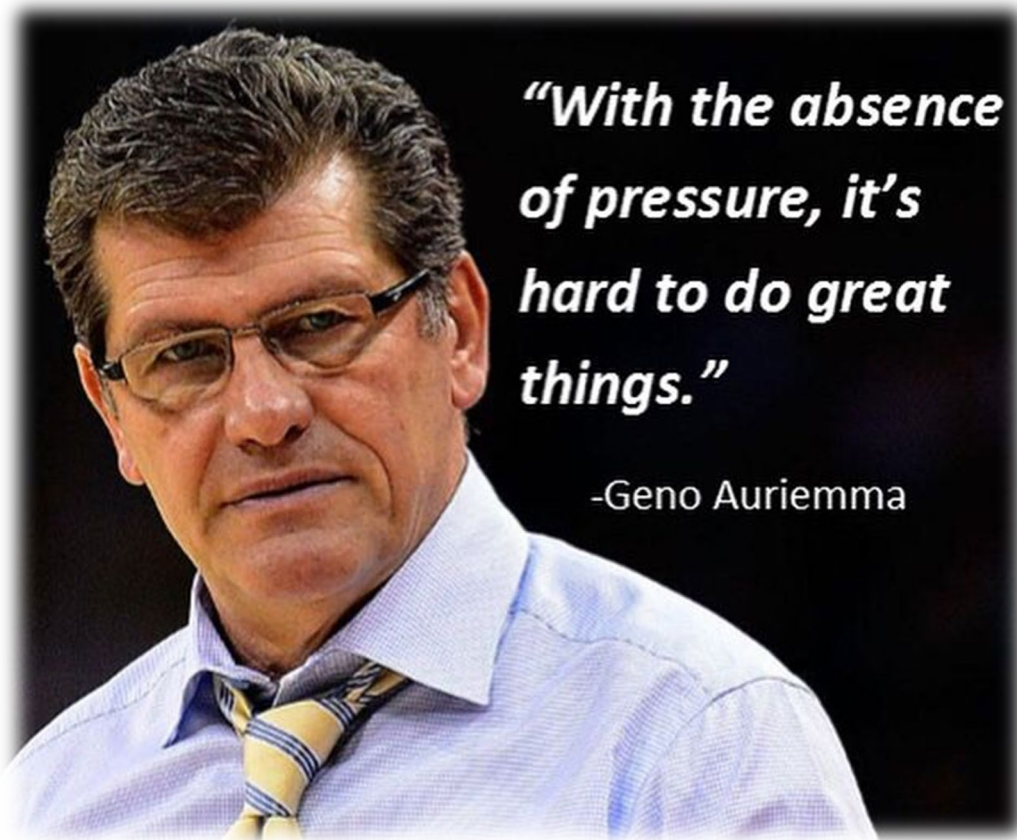
- **Be a Leader**
- **Prepare your athletes as human beings**
- **Engage with your athletes as a coach – inspire them**
- **Be Creative, keep them engaged**
- **Keep training multifaceted**
- **“Performance Practice”**
  - **Teach, practice, practice like it's game time**



*Pat Summitt, deceased  
Tennessee Vols, Womens' Basketball Coach*



# Coaches Learn & Practice Too



*"With the absence of pressure, it's hard to do great things."*

-Geno Auriemma

***Geno Auriemma***  
***Uconn Womens' Basketball Coach***

- **Want to motivate your athletes?**
  - **Engage with them**
  - **Be Motivated, Passionate**
  - **Keep Learning Yourself**
  
- **Provide Opportunity for Team Building**
  - **And still teach individually**

# **Know your role**

## **Who has final say?**

- **What is the job difference between Advisor and Coach**
  - **Coach and Assistant Coach**
  - **Head Coach and Drill Coach**
- **Put it in writing in your team rules**
- **If the school is making disciplinary decisions, you need to know**
  - **We always respect their wishes, we can't have a team without their support**

## **Build a Relationship**

- **With the AD or person in charge of the team at the school**
- **Make sure they don't just hear from you when there is trouble**

# Parents are People too, But... And...

- **Sometimes they need to be reminded...**
  - **This is the athletes' team**
  - **Their athlete is in high school and it's time for the athlete to share their feelings**
  - **It's a life skill that young people **MUST** learn to advocate for themselves**
  - **What is best for the team, may not always be what they think is best for their child**



# AND...



- **Sometimes, we need to be reminded...**
  - **We couldn't do what we do without them**
  - **The student athlete couldn't do what they do without the parent**
  - **Parents are our largest source of volunteer labor**
  - **These are THEIR children**

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# **The Elephant(s) in the Room**

Sometimes it's about understanding that we are different  
than all other youth AND equine organizations.

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# Two Quality Programs

- Can/Should be complimentary
- **Different Missions**
  - 4-H is Youth Development
  - OHSET Provides Competitive Opportunities
- **Different Ages**
  - 4-H is 4<sup>th</sup>-12<sup>th</sup> (k-19)
  - OHSET is High School (8<sup>th</sup> graders)
- **Different Rules, Events, Priorities**



# 4-H

- **Outstanding Youth Development Program**
- **Great at teaching and practicing life skills**
- **NOT competition focused**
- **Exhibiting against a standard, not each other**
- **Club, does not necessarily mean Team**



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- **Team Event Opportunities**
- **Equine & Competition Focused**
- **Compete against each other, individually, as a team, as a district, and finally as a state**
- **Also, some leadership and youth development opportunities, but not the focus**



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# Other popular comparisons

- At the \_\_\_\_\_ breed show we do...
- WHO rules are...
- Western Stock Horse does...
- USTPA rules are...
- WAHSET does...



# Comparisons aren't all bad!



- We get some of our best information from other entities
- We always start with other popular organizations as we build rules
- They have often “gone before us,” so we are smart to look there first

# **We just HAVE to remember we are unique; we are OHSET**

- **Gather information, then add OHSET's uniqueness**
- **Then make decisions**



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# **“I thought this was about the kids”**

- **School**
- **Team**
- **Athletes**
- **Equine**
- **ALL**



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