



Good Governance Seminar

Current state & Chain of consequences in ice-hockey

Rok Snoj

Ice Hockey Federation of Slovenia [HZS]



Co-funded by the
Erasmus+ Programme
of the European Union



ABOUT THE PRESENTER

Rok Snoj, mag. posl. ved

Sport career

- › 25 years hockey career (semi-pro, amateur)
- › Marketing Manager for ice hockey club
- › General Secretary for ice hockey club
- › White book on Development of ice-hockey in Slovenia

Business Career

- › Marketing & development of innovative products
- › Business consulting & Entrepreneurship & Sports
 - › Ice Hockey Federation of Slovenia
 - › Warrantly.app startup
 - › Startsy business consulting



I've experienced a lot of things in ice hockey

People not doing their jobs...
and losing financing & ice hours

People doing amazing things...
with some skills, creativity, hard-work and 0 EUR budget



1. CLARITY OF PURPOSE/OBJECTIVES

	Max. Score	Balkan Average
Mission statement	80	46
Vision statement	80	19
Short term objectives	100	41
Long term objectives	100	27
TOTAL	360	133

- › Vision & Mission relates to properly aligning the Federations activities and resources
- › Planning is common in business as it enables managers to be proactive in growing the organization rather than simply reacting to outer conditions
- › Working on season-to-season basis (to survive on short-term) minimizes focus on development



2. CODE OF ETHICS

	Max. Score	Balkan Average
Administrators	40	11
Coaches	40	14
Game Officials	40	18
Parents	40	9
Players	40	15

- › Provides guidelines for instilling proper values, and an appreciation of acceptable conduct



3. A COMMITMENT FROM RELEVANT STAKEHOLDERS

	IHF SLO	IHF CRO	IHF SRB	IHF BIH	IHF FYROM
Full-time federation employees	0	1	2	0	0
Part-time federation employees	4	1	3	0	1

- › lack of financial compensation for their work, while relying on volunteering for key positions,
- › leaves opportunity for following personal interests instead of acting in the best interests of the sport.



4. CONTINUING PROFESSIONAL DEVELOPMENT FOR ALL PERSONNEL

	Max. Score	Balkan Average
Coach Education Program	475	198
Game Official's Education Program	375	231
Off-Ice Official's Education Program	130	61
Administrator / Leadership Education Program	270	0
Marketing Promotional Strategy	100	4
Individual responsible for marketing and promotion	60	26

- › low score in Coach Education Program, directly affecting the safety and quality of work with youth
- › total lack of Administrator and Leadership Education Program

5. SPORTS BODIES SHOULD ADOPT EFFECTIVE & PROPORTIONATE RISK MANAGEMENT ARRANGEMENTS

	Max. Score	Balkan Average
Chief Medical Officer	95	52
Medical Program	95	24
Injury Reporting System	95	0
Anti-Doping Program	55	26
Health Education Program	65	0
Emergency Action Plan	95	27

- › None of the Federations have a Health Education Program or Injury Reporting System on which preventive strategies could be developed
- › Only 13% of Federations have an abuse and harassment policy outlined



6. KEY PERFORMANCE INDICATORS - KPI MONITORING

	Max. Score	Balkan Average
Player Registration System	60	30
National League Game Schedules and Statistics	60	28

- › Neither the infrastructure nor the process allows the Federations to monitor the most significant key performance indicator – the number of players
- › Monitoring specific key performance indicators like this can help describe the performance of the whole national system of a specific sport

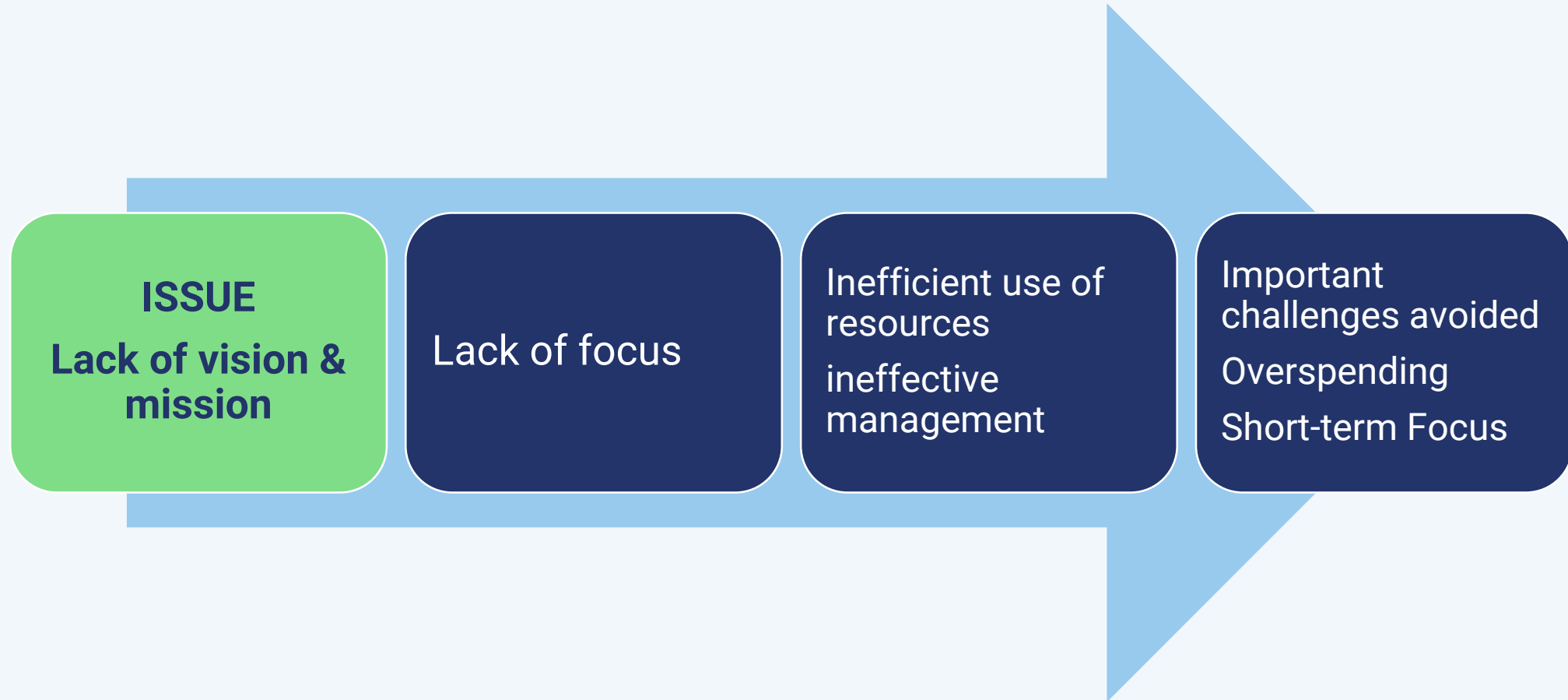


7. INCLUSIVITY & YOUTH ENGAGEMENT

- › Low number of female players & inclusion of female representatives in governing bodies
- › Inclusion of youth representatives in the decision making, or, at least, into a consulting process, does not exist in any of the Federations [these are future managers]

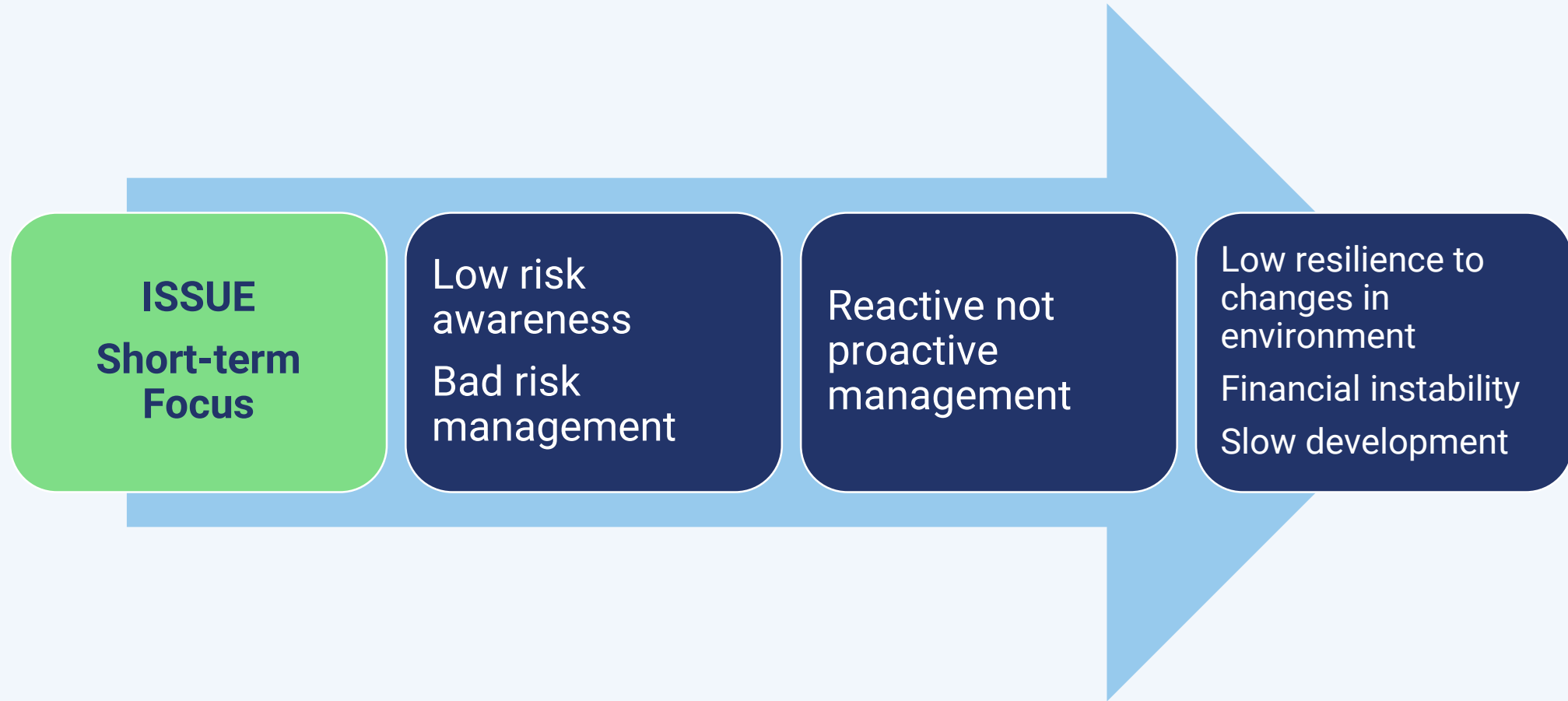


CASE: Consequences





CASE: Consequences





CASE: Consequences



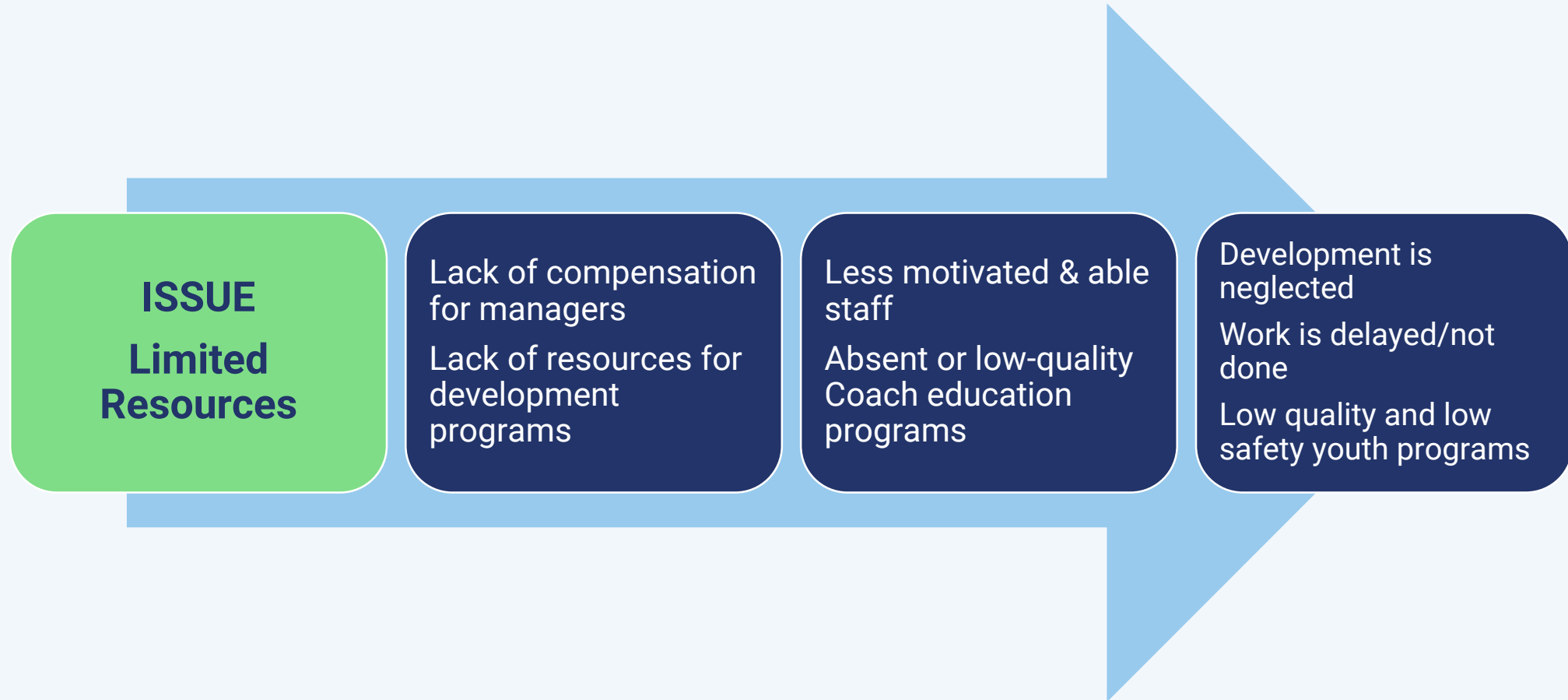


CASE: Consequences



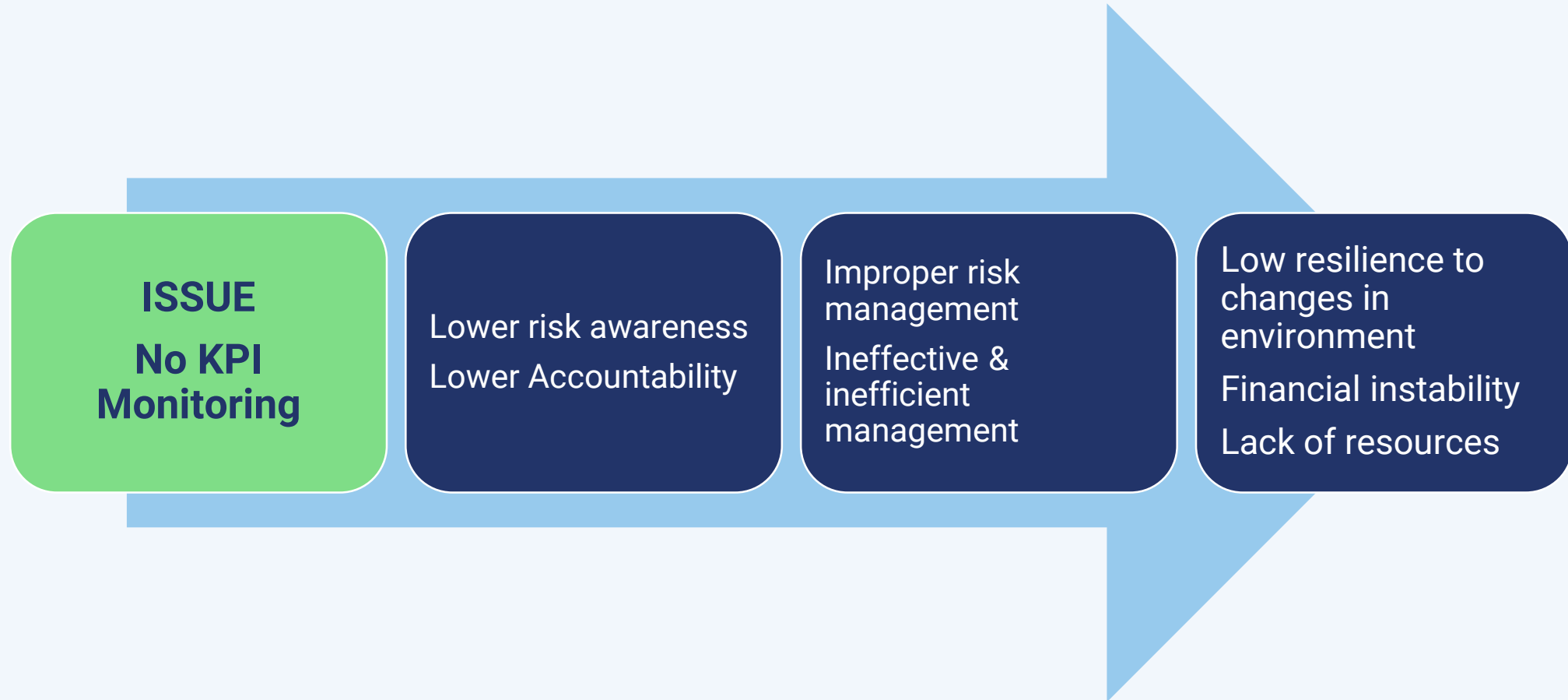


CASE: Consequences



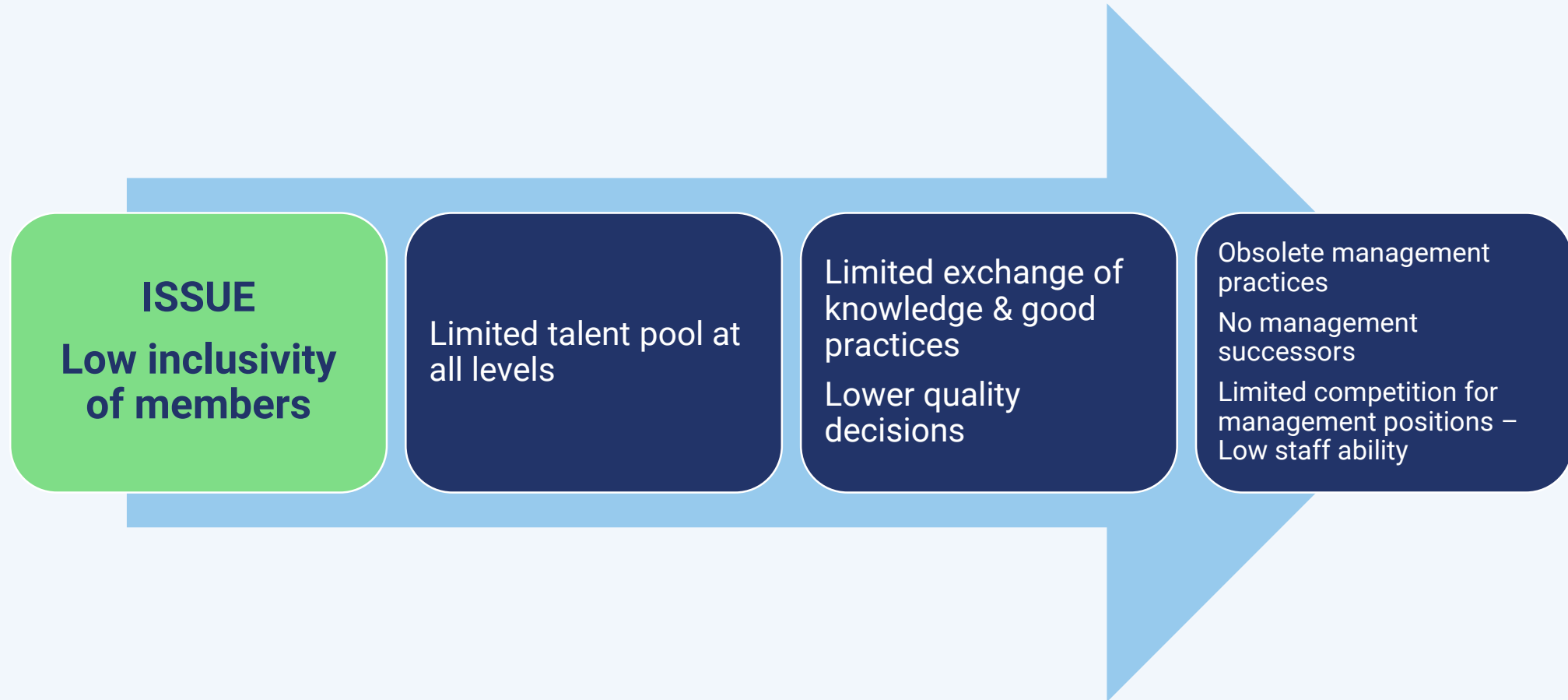


CASE: Consequences





CASE: Consequences





DO YOU AGREE?

Management & Leadership
skills and abilities
are crucial!



CONCLUSIONS

- › Everything is connected
- › The decisions manager make when steering the sport ecosystem affect everyone & everything

AND MOST IMPORTANTLY

A negative spiral where causes and effects in sequence aggravate each other, leading to a worsening situation for all the involved stakeholders with every season **can be changed into a positive one...**

With skills, knowledge, creativity and a lot of hard-work
amazing things can happen!



Disclaimer

"The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein."



THANK YOU & GOOD LUCK!

-

Rok Snoj

Ice Hockey Federation of Slovenia



Co-funded by the
Erasmus+ Programme
of the European Union