

Summary

What is the standard about?

This standard describes the competence an official in any capacity needs to manage people at the elite level in their sport.

Who is this standard for?

This standard is for officials working at the elite level of their sport. 'Officials' is a term with a very wide meaning. It includes, for example: referees, umpires, judges, race marshals and any others (apart from competitors) who are critical to the outcome of a competition.

Links to other standards

These standards are intended for officials operating at the elite level. There is also a set of standards for officials working at the level below. These are coded OF6 – OF16.

Standards also exist for those entering an officiating role. These are coded OF1 – OF5

Outcomes

You must be able to:

Leadership

1. Select and apply a range of leadership skills to achieve positive outcomes
2. Gain the respect and confidence of relevant people
3. Ensure relevant people understand what is required of them
4. Create and maintain a sense of common purpose regarding the laws/rules and spirit of the game and the ethos of the competition
5. Give honest but supportive feedback to relevant people

Conflict management

6. Build effective working relationships with relevant people
7. Anticipate and work appropriately to prevent conflict situations before they occur
8. Address conflict when it occurs and deal with it appropriately and consistently
9. Use fairness and consistency in decision making, providing clarification when this is helpful

Communication

10. Clearly communicate appropriate messages to relevant people
11. Listen to and respond appropriately to relevant communications
12. Acknowledge and show sensitivity to disability, culture and gender diversity

Knowledge and understanding

You must know and understand:

- K1. The types of leadership skills required when officiating at the elite level
- K2. Different leadership styles and how to select a style appropriate to you and your role
- K3. The types of behaviour that win the support and trust of others when you are officiating
- K4. The importance of people understanding what is required of them
- K5. How to create and maintain a sense of common purpose amongst fellow officials and competitors
- K6. Different techniques to motivate others to achieve desired outcomes
- K7. How to build effective working relationships with officials and competitors
- K8. How to anticipate conflict and minimise the potential for conflict to develop
- K9. The importance of addressing conflict when it occurs
- K10. Different methods of dealing with conflict and how to choose a method appropriate to the context
- K11. How to decide when clarifying decisions will help the situation
- K12. Effective communication skills when officiating
- K13. How to recognise and be sensitive to issues of disability, culture and gender