



Officials Development

Presented by: Jake Ireland & Al McColman

“Be a Game Changer”



- Let's be clear on this topic – we are not suggesting that we as officials should change the outcome of a game based on our decisions over the course of that game
- I have approached this topic from two I think are two relevant avenues
 - How to be a game changer as an individual official
 - How to be a game changer as a local association
- Although there may be other ways to affect change for the better, positive changes can be accomplished by individual officials during the contest and/or secondly by an overall community sense as associations that make up the CFOA



INDIVIDUALS AS GAME CHANGERS

Mechanically



- The better you personally are as an official the better you make the officials around you
- If you are personally strong mechanically and accept the fact that those around you are mechanically strong, the entire crew functions most efficiently
- Having said that, there are many occasions when you know that an individual on a crew is not mechanically strong – potentially because: they are so new to officiating; they aren't physically able to; they are self centered officials who think that they need to officiate the entire game or that they are the only one capable of officiating the entire game by themselves.



Mechanically



- In each of the above situations perhaps my suggestions aren't effective, and you have to go to plan "B" – but for today let's stay with Play "A"
- When the entire crew accepts this philosophy and buys into the excellence of each member of the crew with trust, the results can be magical
- By being mechanically strong you can "Render up to Caesar what is Caesars" ie. you believe that all you need to do is your own job and have faith that everyone else on the crew is able to do his
- And it says here that that man is as close to Caesar as I have had the pleasure of officiating with



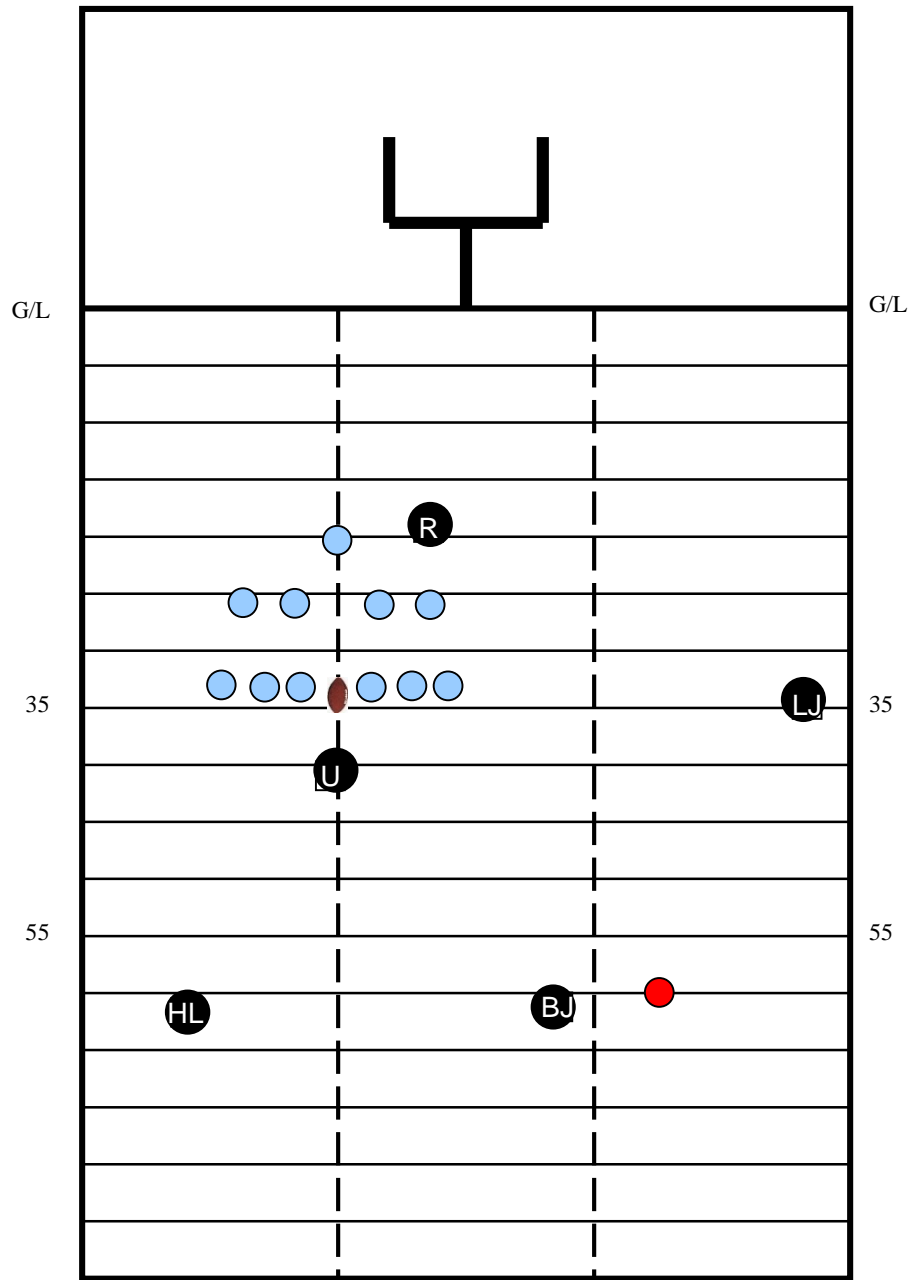
Mechanically



- A crew leader can have a most positive affect on the performance of the crew by word and actions – he can convey to the crew that he has confidence in every member of the crew and extends the latitude to each crew member to go do their job
- When as crew members you sense that confidence is extended to you it is very empowering
- In reality such an extension of trust and faith pressures each individual crew member to do well not only for themselves but more importantly so as not to let the crew leader down
- If each member of the crew stays within the parameters of his position, we change the game for the better * ** D #1 (Punt)



D#1



Situational Awareness



- Be a game changer by developing the sense of awareness of situations that can affect the tone and feeling of a game without determining the outcome of the game
- Be aware of opportunities to make decisions that will keep the game under control when you get the sense that it is slipping away because of score or intimidation or of physical superiority etc.
- Not suggesting her you cheat for one team – on the contrary – but make decisions that could influence positively the competitive nature of the game going forward or positively affect the game’s climate
- Change the game for the better



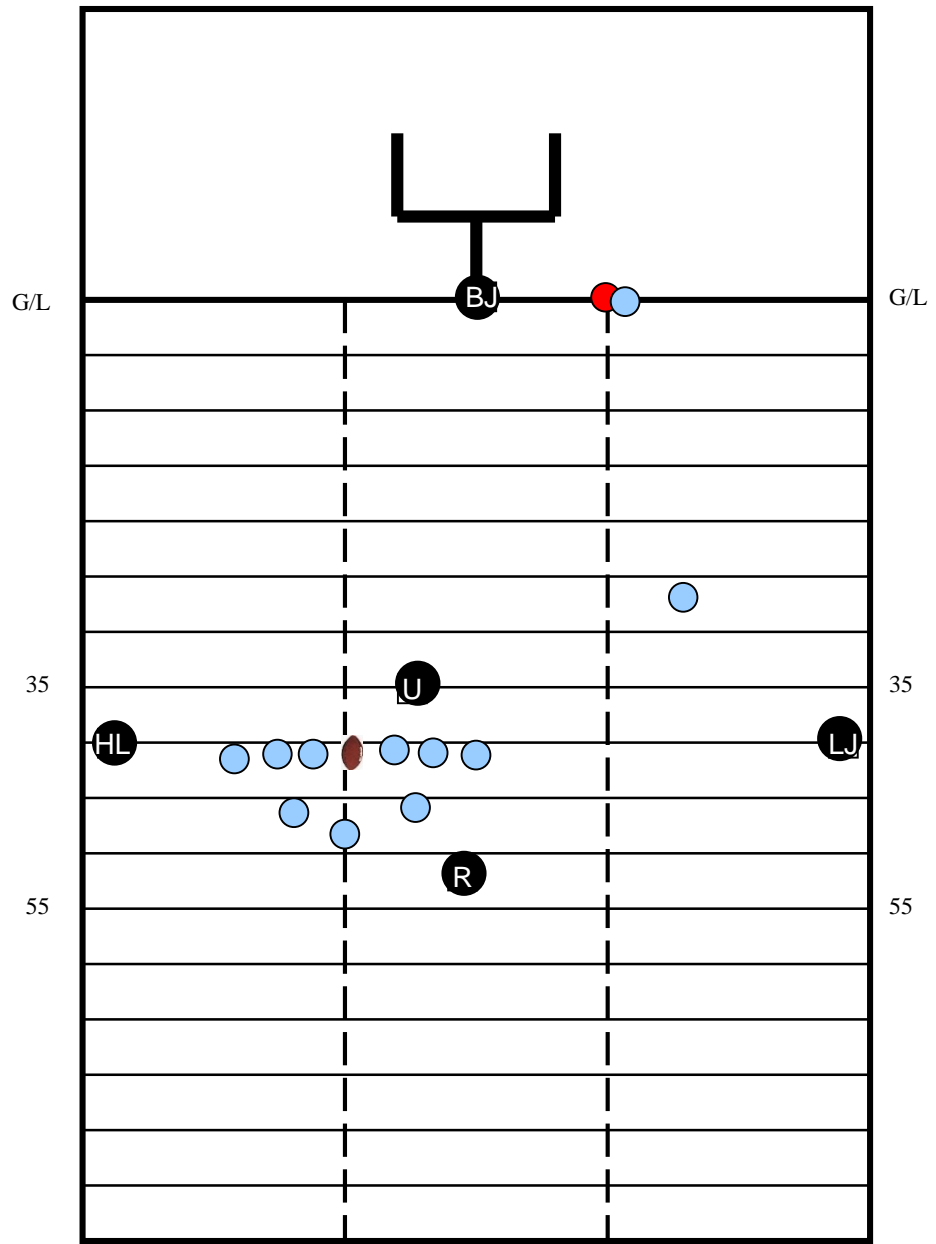
Situational Awareness



- In reality this should be done by the coaches but.....
- Be sensitive to potential: ill. cont. fouls, holding fouls, objectional contact fouls etc * ** D#2 (Pass)
- Change the game in your favour



D#2



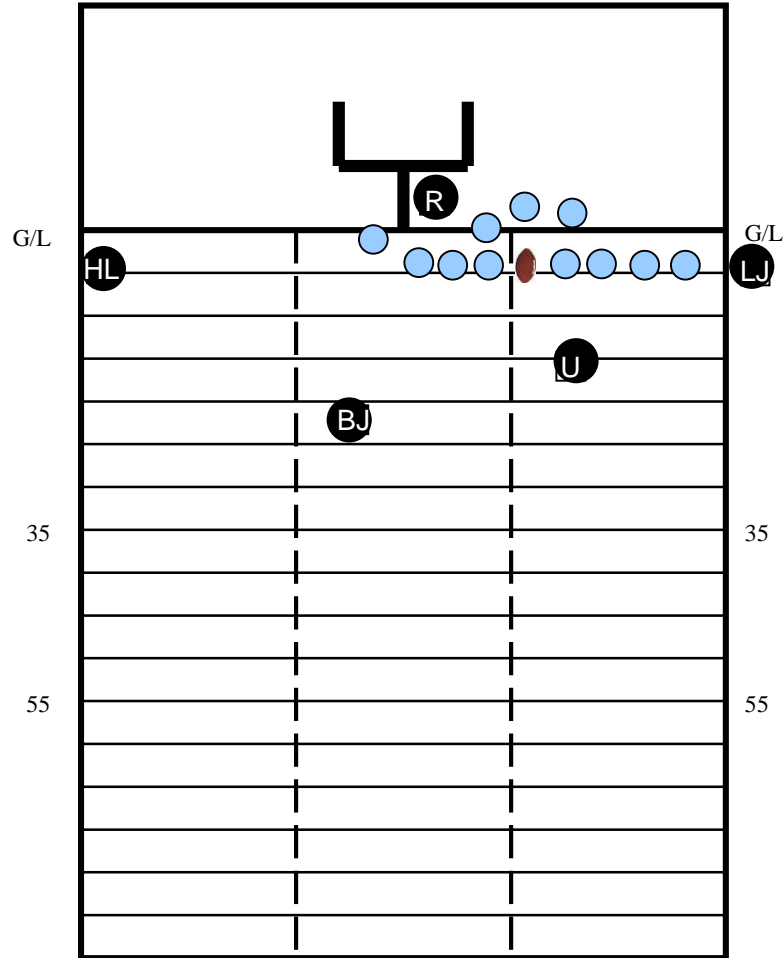
Park Your Ego



- We all learn most effectively when we find ourselves in a negative game circumstance
- We can also learn when we see/hear about negative circumstances that happen to others
- Not to suggest that we should be condescending - in fact just the opposite – “SINS AND TRUE CONFESSIONS”
- Officiating can be a very humbling vocation – it is going to happen to you eventually – accept it – embrace it – it is how you deal with the embarrassments that will allow you to be a game changer not only for yourself but with the rest of the crew * D#3 (GL)



D#3



Park Your Ego



- Pick the correct time for discussion especially when a new or relatively new official is involved
- Own your decision/non-decision/miss
- As officials of all kind of tenure and experience we learn something new in every game and/or experience a play that we have never seen before
- A significant amount of that learning comes from personal foibles – that is not debatable – that is a fact – embrace that – once you admit that you aren't perfect and can never be, it is empowering and is a game changer



AS AN ASSOCIATION

Have regular training meetings



- That allow for the development of new or relatively inexperienced officials
- The problem is that such meetings require a significant amount of time to do other bureaucratic things such as identifying differences in league protocols, new rules, field locations, unique situations, recent incidents or trends and the actual training sometimes gets lost
- Somehow, somewhere we need to change the game for the better by providing the simplified mechanical structure and delivery of that information to new officials
- It is regretful that too often we talk over the heads of new/inexperienced officials by discussing complicated options or complex nuances that only serve to intimidate and/or confuse
- Bill Fry & TFOA – new officials in Toronto the facts of the LOS

AS AN ASSOCIATION Institute a Mentorship Program



- What better environment that would allow new officials to ask questions in a much less intimidating forum of one on one rather than in front of a large group
- Mentor might have to initiate dialogue and draw out information If the new officials are not forthcoming with questions - ask about their game experiences in a non-threatening way
- Need to get the correct pairing – friends tend to be a good pairing



AS AN ASSOCIATION Institute a Mentorship Program



- Teach self-evaluation
- Time consuming but very effective in changing the game for a new official
- The assignor can help the process by assigning mentors to the same game
- HFOA – John Pringle