

# GOVERNANCE & ORGANISATION ON BOARD AND EXECUTIVE LEVEL

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Recommendations for the future  
October 2015



## Review of governance: why & how

- ▣ The WBFSH has evolved and grown. The board has initiated a project to **adapt and align the governance and operations** of the WBFSH with its goals and current reality, in order to
  - ▣ Improve **the engagement and recognition of all members** (studbooks), and their members (breeders) by enforcing the added value of the WBFSH as the platform for breeders all over the world
  - ▣ Increase **the effectivity and efficiency of the governing bodies** (board, executive committee) to meet the goals, and to accelerate the pace of operational activities
- ▣ The board and executive committee have been working together with Pepper Consult since June 2015, via workshops and interviews, to develop a plan for the future governance. The board aims to **implement** the adjustments in the governance **as of 2016**.

## To Be Role, Ambition and Scope of action

### Role/Mission:

- ▮ The federation and representative of democratic member-based studbooks of breeders of sport horses, aiming to grow and improve the sport horse breeding sector worldwide, serving as **umbrella** for internal collaboration between studbooks and acting as a **united partner** with joint, univoque positions to partner with and influence key stakeholders for the sector

### The major goals of the WBFSH remain:

- ▮ Goal **1**. Stimulate the **development** of sport-horse breeding world wide.
- ▮ Goal **2**. Co-ordinate and stimulate **co-operation** among member studbooks.
- ▮ Goal **3**. **Represent** the common interests of the sport-horse breeding world internationally.
- ▮ Goal **4**. Cooperate with other relevant organisations to **promote** horse breeding generally, to better integrate sport and breeding and to advance interests of member studbooks and individuals.
- ▮ Goal **5**. **Be efficient and effective** as an organization respecting good financial control, good governance and best practice in management.

### TO BE scope of action

- ▮ Rankings
- ▮ UELN-code
- ▮ World Championships young horses
- ▮ Promotion
- ▮ External relations
- ▮ Internal cooperation
- ▮ Data exchange

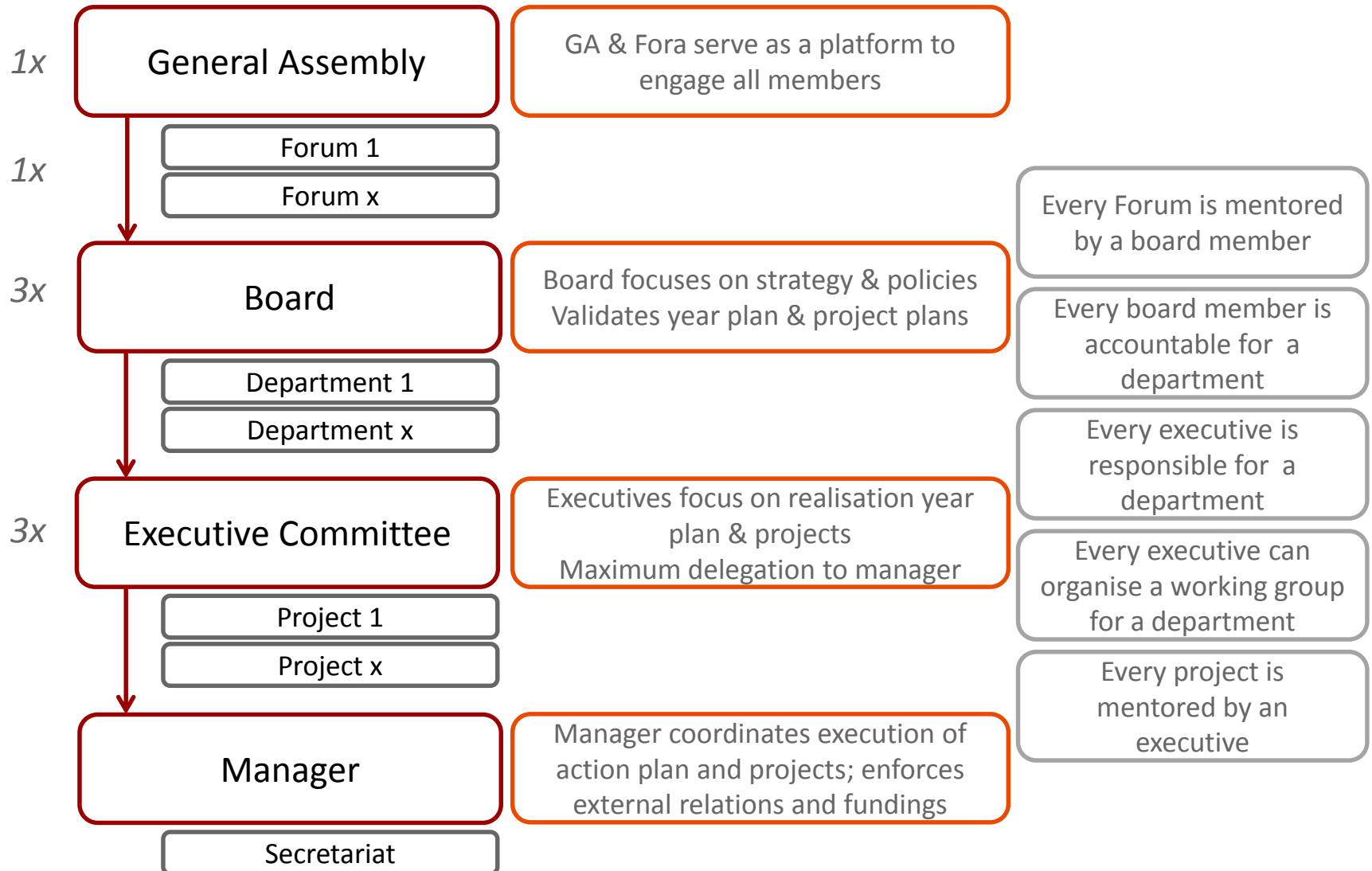
### Supported by management of

- ▮ Membership
- ▮ Governance
- ▮ Finance

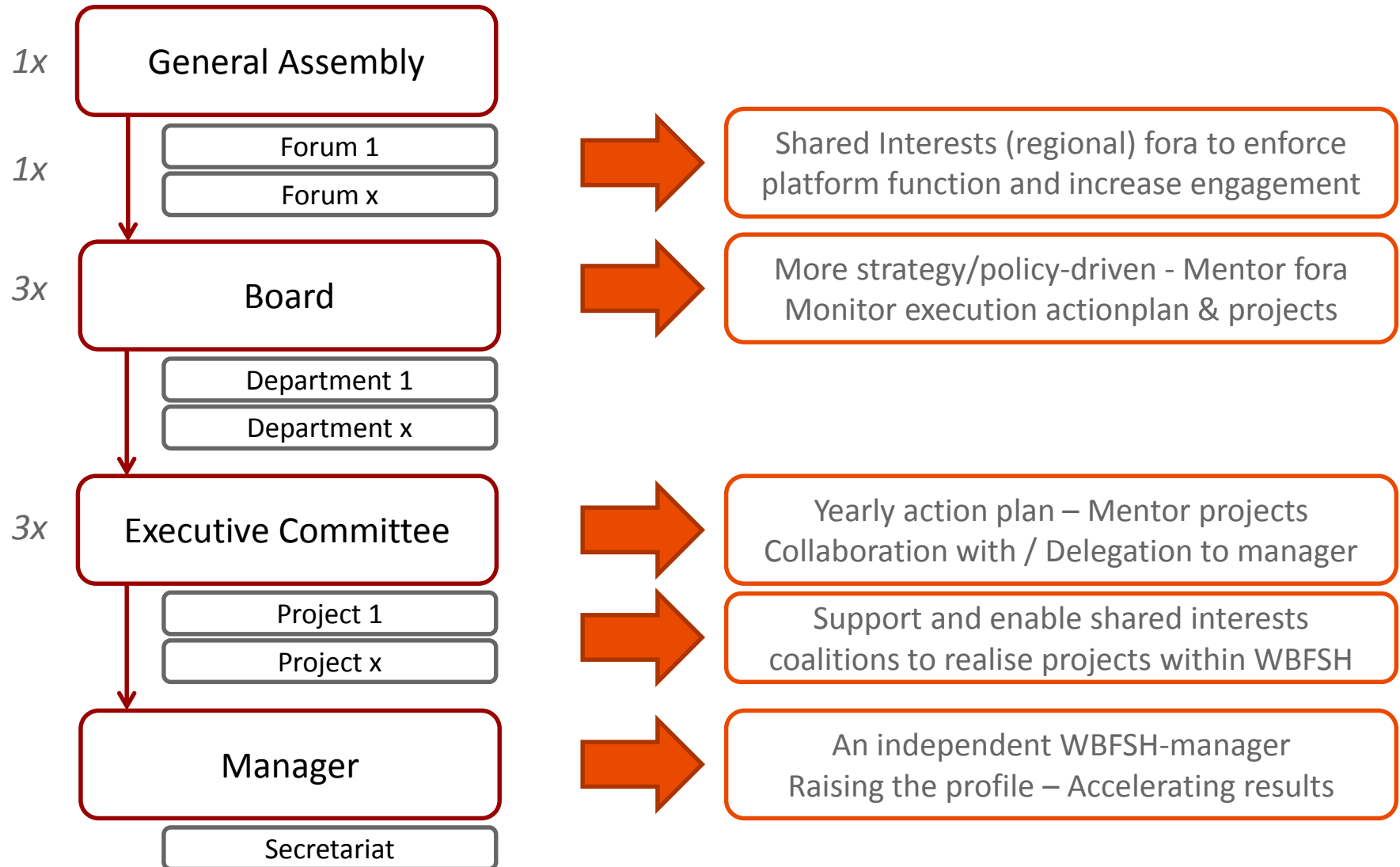
## To Be Governance

- The board proposes to implement the following improvements:
  1. Enforce the **platform-function** and facilitate the engagement of the members of the General Assembly by installing and facilitating (regional) **fora**
  2. Support the president to remain the neutral and visionary **leader** of all members
  3. Let the board be the board: strategic and not operational, with a **4-year strategic plan & policies**
  4. Engage the executive committee to realise a strategy-based **yearly action plan** and collaborate intensively with the manager
  5. Appoint a **manager** that coordinates the execution of the action plan, ensures coherence between departments and represents the WBFSH with key stakeholders
  6. Embrace and support initiatives and projects of **coalitions of members** to jointly share expertise and by developing their studbook contribute to the development of the global sector

## Overview Governance Model



## So, What's new ....





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