

Glenn Maes *(BEL)*

Candidate President IJOC



Glenn Maes

Innovation and industrial management

- Born on **October 16th, 1971** in Sint-Niklaas, **Belgium (BEL)**
- Graduated as **Commercial Engineer** (Brussels – 1995) and additional post-university courses in management techniques, project management, accounting and financial management
- Languages : **Dutch** (native) – **English** (fluent) – **French** (fluent) – **German** (basic)
- Partner of **Christel Lenssens** (also Jumping Judge Level 3 and Jumping Steward Level 3)
- For more than 20 years active as a **senior manager** and project manager within **Caterpillar**, the world's leading manufacturer of construction and mining equipment, diesel and natural gas engines, industrial gas turbines, and diesel-electric locomotives.
 - *Extensive experience in IT, innovation and optimization of processes*
 - *Managing global teams*
 - *Implementation of strategic projects*

Glenn



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Equestrian leader

- Since May 2013 - now : **Vice President Belgian Equestrian Federation**
Bundling the two regional federations
Coordinating Belgian national and international equestrian sport activities
- Since March 2017 - now : **President of the Flemish Equestrian Federation**
Bundling more than 700 clubs and 40.000 athletes in an organization with 17 FTE.
- Since January 2011-now : **Member of the National Jumping Committee**
Responsible for the Belgian Jumping Officials (education, promotions, ...)
 - Created education material and education system for the Belgian jumping officials
 - Trained more than 200 regional and national officials
 - Developed induction process for future international officials
 - Because of our highly developed Belgian education system, we received FEI Equivalency for judges and course designers. Initiating the process now for equivalency for stewards.
 - Organized several FEI promotion courses for judges and stewards and refresher courses for all categories



Glenn Maes

Experienced official

- Started as **national judge and steward** (Belgium) in 1995 (at the age of 24) and at the same time gaining experience as announcer at international level, moving to **International Judge** in 2009 and currently **Level 3 Judge**.
- **Extensive international career**
 - Judged at more than 250 shows (all levels)
 - **President** of the Ground Jury at more than 50 international shows (all levels)
 - CSI5* Knokke (BEL), CSI5* Brussels (BEL)
 - CSI5*-W Mechelen (BEL)
 - CSIO3* Kronenberg (NED)
 - ...
 - **Foreign Judge** at the highest level on numerous occasions
 - CSIO5* Hickstead (GBR)
 - CSIO5* Falsterbo (SWE)
 - ...
- **IJOC Member**
 - Scrutineer General Assembly (2019)
 - Member Audit Committee (2021)



Focus Areas

Let us focus as a team on six key areas to make our club stronger

Communication

Focus on our key communication channels

- Online
 - Website
 - Social media (facebook, instagram)
 - Direct email to our members
 - Webinars/online seminars
- Offline
 - Physical seminars and meetings

Cooperation

Cooperate with key stakeholders in our sport

- FEI (FEI Education and Officials, Jumping Department, Board, ...)
- All stakeholders of our sport
 - Athletes
 - Organisers
 -

Connection

The club has a main focus on connecting people

- Social role
 - Bringing people together helps us to connect and to get to know each other
- Cultural diversity in a global team
 - We are a global sport and need to respect cultural differences and get to a global approach.

Education

Continuous efforts to get better are crucial in our overall development. The training and education program is key in that area

Training and education is not only just learning but also possibilities to practice, to exchange experiences and coach each other

Equestrianism

As an official we have a crucial role to safeguard our sport by protecting horse welfare

Good horsemanship is an important enabler for the protective role

As an official we need to serve our sport and athletes guaranteeing a level playing field

Expert

We want to be seen as the experts of the sport concerning the technical matters

With our expertise we have an important role in the future development of our sport

Grow And Glow

Let's make our club bigger and better

As the IJOC has a **MOU** with the **FEI**, we need to focus on keeping the **good relationship** and continue to act as the “expert body in its field” as outlined in the objectives of the IJOC. A **direct contact** between our club and the **FEI Department Education and Officials and FEI Jumping Department** is also a key to success.

The board, led by the president, needs to **focus on those good relationships** with the FEI and act as a direct advisory board for all official related activities (such as but not limited to : education programs, remuneration policies, appointments policies, ...). Given my personal connections, experience and expertise, I am ready to take on this responsibility, supported by the board members and naturally all IJOC members.

To safeguard the future of our sport we should focus on **attracting new officials to our sport**. The need for strong officials with extensive horsemanship and technical knowledge is high and is key for our sport. At the same time we need to focus on **raising the profile and professionalism of FEI Jumping Officials** and make them aware not only of the existence of our club but more specifically convince them to become a member by explaining them the benefits and focus areas of our club. We should be using our existing network to get to those new officials but also connect with NF's and with the FEI to improve our branding.

We should continue to exchange knowledge and expertise by elaborating on training and education. The efforts that have started for online seminars and webinars should continue. To enforce that exchange of knowledge and expertise, we should also create a **close and good relationship** with the **other key stakeholders : organisers and athletes**.

This way we can make our club grow and glow.



My Ambition

Glenn Maes - Candidate President IJOC

- **Let's get bigger**

I want to work to get our club known to all international colleagues and embrace newcomers sooner rather than later. Our sport is growing globally. Our growth should be global as well. Representation of all regions and collaboration across regions will strengthen our club.

- **Let's get better**

Case studies, webinars and seminars should help us all to get more knowledgeable. It will help us harmonize the interpretation of rules.

- **Let's get global**

Let's connect as a team. Online if necessary, physical if possible. The social cohesion of our club is crucial. We need to extend activities outside Europe and create an inclusive organisation for all regions and all officials to get to a diverse and real global organization.

- **Let's get rewarded**

- **Respect** : Mutual respect is crucial for our overall success. Let's work together with athletes and organisers.
- **Remuneration for officials** : Internal inquiry should help to find proposals and solutions to be reviewed with FEI

Glenn



My Commitment

Glenn Maes - Candidate President IJOC

I hope to get your support in the vote for the presidency.

I am well known for being a committed "hands on" leader with a tremendous passion for our sport and therefore a good candidate for the role.

It would be an honour to lead our club and prepare the team for the future.

Let's partner together to make our club "Grow and Glow"!

Glenn



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Nice to work with you ! Great to work for you !

