



Eventing Kevin McNab - Image courtesy of Equestrian SA

## A governance health check for one of SA's premier sports and recreation bodies

### > THE CONTEXT

Equestrian SA (ESA) is a membership based peak body supporting the recreational participation and professional practice of equine sports – from young newcomers to elite equestrians at Olympic level.

The organisation had recently undergone significant staffing and board changes, and there had been internal tensions relating to working relationships. With encouragement from the SA government, the current board wanted to ensure best practice in governance for the future in order to rebuild organisational confidence and stability, and to optimise sustainability.

### > THE BRIEF

Positive Solutions was engaged to undertake a review of the current governance practices and identify if the framework supporting management and board relationships was efficient and fit-for-purpose. The review was also to ensure compliance with relevant legislation, and to meet the needs of its members. Consultation with members was identified as a key component to the review and feedback was to shape future operations of the organisation.

### > OUR APPROACH

The review included an evaluation of Constitution, policies, board papers, minutes and other material providing a window on current governance practices. Interviews took place with staff, board members and sub-committee members, as well as SA government and other industry stakeholders. A survey of current and former members was undertaken, and group discussions were facilitated to secure information and feedback on the current operations of the organisation, and confirm preferences for future working arrangements.

### > THE RESULTS

A full report with recommendations and action plan was produced. The report was well received by the SA government and was adopted by the board, who embarked on implementation of the action plan. Follow-up calls were made to the Chair of the board to provide ongoing support and encouragement through the period of change management.

### SEE ALSO:

- > [Alzheimer's Australia Queensland Corporate Structure and Governance Review](#)
- > [Oxfam Australia Board Model and Strategic Planning Review](#)
- > [Support for Queensland Health Palliative Care Organisations](#)
- > [QSNTS Governance Review, Policy Development and CEO Succession Plan](#)