

COCTALES

BWF

THE NEWSLETTER OF BWF TECHNICAL OFFICIALS

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JOURNEY INSIDE BWF ASSESSMENT PANELS...

By Gilles Cavert
Chair – BWF TOC

In addition to my role as chair of the BWF Technical Official Commission, I continue to serve as a BWF Umpire Assessor (started 2017), and so would like to share with you some perspectives about life inside our panel of assessors...

The consistency of approach, expertise, and know-how of our assessors are becoming more and more important to the quality and overall performance of our TO workforce, and one could say that our panels serve as anchors of our high-performance education and development programme.

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MENTAL STRENGTH PERFORMANCE STRATEGIES

By Ivanka Pokorni
BWF Semi-Professional Referee

Everyone Needs Resilience

In these uncertain times our motivation may be temporarily affected, and may have an impact on our readiness to return to officiating.

By practicing only a few minutes per day, you can increase your mental strength through controlling and managing your thoughts, emotions, and reaction. Ultimately, this will help us improve our level of officiating.

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STORIES FROM ONE OF OUR FIRST BWF UMPIRES

By Håkan Fossto
Retired BWF Certificated Umpire

Early Days of My Career

My officiating career really started already at the age of 16 when I played at a junior elite level while also officiating when I had the time. At the age of 17, I umpired my first final in the Swedish National Championship. My playing career was hampered by some injuries, which dampened my big ambitions.

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JOURNEY INSIDE BWF ASSESSMENT PANELS...



FROM THE CHAIR BY
**GILLES
CAVERT**

By Gilles Cavert Chair – BWF TOC

It is essential that our panels are performing at the highest level so that they can best guide our workforce to face ever-growing challenges from our stakeholders around the world.

Our panels are like human beings: they grow step by step, and at a certain point, achieve full maturity and effectiveness.

It is each member's personal skills and expertise that are necessary, but so much more...

They must share the same view and approach to refereeing or umpiring when feeling and reading the game,

enhancing team spirit and teamwork, flexibility, humility, willingness to improve, ability to work with different cultures. These are our panels' core competencies.

The roles have changed over the years—both in scope and time commitment. For example, assessments are now only one of many other roles in a referee or umpire's development; appraising, using the 360-degree evaluation system, is taking on a significantly larger role. On top of that, they are being asked to develop and lead more and more workshops, and other educational opportunities, to add value.

In order to keep and to increase our assessment teams' performance level, they must stay active and connected to the

contemporary aspects of the game, including appraising and assessing at a minimum of three to four tournaments per year. Nothing can replace experience!

For BWF and the TOC, our assessment panels are extremely important, and like with all organisations, recruitment, development, and maintenance of this expertise remains critical to our success.

On behalf of the TOC, I would like to acknowledge and thank my umpire assessment panel colleagues led by Malcolm Banham (ENG), as well as those on the referee panel, led by Jane Wheatley (AUS), for their commitment and support to BWF—this includes any who may be finishing, starting, or continuing their assessing roles at the end of this year.



LOOKING FORWARD, LOOKING BACK

By Jane Wheatley
Chair – BWF Referee Assessment Panel

These are certainly strange days, full of change and we still have some way to go.

By the time this quarterly magazine comes to print, you will have already received the draft of the 2021 Referee Duties for your perusal and confirmation of availability or otherwise. As we look forward to 2021, we are optimistic that we will be back on track, albeit a little rusty.

This year is the beginning of our move to one level of referee, and to ensure a fair and robust grading of our referees, it is imperative that appraisals are held regularly. Unfortunately, the upheaval of 2020 has left us with very few, if any, events for this programme. In 2021, with increased members on our panel, we plan to appraise as many referees as possible, to ensure

referees have the opportunity to continue to improve their skills and grades.

The BWF Technical Official Commission conducted its annual meeting in May, online and over a period of three days. Planning a pathway forward is a major component of any commission and the draft *BWF Strategic Plan for Development of Technical Officials to serve the International Game 2020-2024* was tabled. This document will have further review before going forward for adoption.

Recommendations coming from these meetings that will be of interest:

- Updating Referee Assessment Panel Terms of Reference (includes tenure of service for Referee Assessor Panel, Code of Ethics added to the Criteria of Appointment for Referee Assessor, and modified criteria for scoring and grading);
- Dates for BWF Referee Accreditation

Workshop for upgrade to BWF 2022 (TBC);

- Dates for BWF Referee Workshop 2022; and
- Continuation of Master Class programme into 2021

A review of the 2019 programme of duties and appraisals has shown a continued improvement in the average grades:

Year	Average Grade
2017	6.9
2018	7.1
2019	7.2

The criteria for scoring and grading has been modified and adopted with a better grading representation, description and guidance on how the score is or should be used.

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Travel Guide

Whether we are organising for a holiday, a business trip or a referee duty, our travel forms a large part of our planning and we all want to travel to and from our home in some degree of comfort and safety. Travelling for days/30 hours plus to save a few dollars on an airfare is nonsensical and we arrive exhausted.

Booking our travel when we receive the letter of invitation to an event gives us a much better opportunity to find flights that are more convenient as well as being less expensive. Leave it to later, and the market tightens and our choices become limited. At any one time, the office is handling more than 200 travel bookings and arrangements. When you put forward your travel proposals, if there are extenuating circumstances that require a shift in the normal travel arrangements, please bring this to the attention of BWF Events Officer,

Selena. Ensure your request is accompanied by detailed, common-sense information that will assist in dealing with your request on an individual case-by-case basis.

Please read your letter of invitation carefully as there will be instructions on flight bookings that are associated with the current COVID-19 situation.

Travel Policy for BWF Technical Officials

Travel Arrangements of your TO Team

It is important that the Referee is fully aware of the travel arrangements of their technical official team. The current practice is for this information to be given to the host and the BWF Tournament Series Manager. Looking forward, these documents will be provided to the referee, so they are aware of the arrival and departure of all their team members.

As the referee, it is your responsibility to contact your technical official team when preparing for the event, and some of your team may have arrival and departure issues. A late arrival may mean the umpire will miss the first briefing or an early departure on the day of the finals may affect an umpiring duty... these issues need to be discussed.

These problems do not happen very often, but this knowledge forms part of your due diligence when preparing for your event.

Resilience

It gives me pleasure to endorse an article written by Semi Professional Referee, Ivanka Pokorni, on the topic of Resilience. My new motto is "When the going gets tough, the tough become resilient".

I hope you enjoy this article as much as I have.





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RESILIENCE

By Ivanka Pokorni
BWF Semi-Professional Referee

One key attribute of mental toughness is resilience. It allows us come back stronger after being knocked down by the adversities of life. Rather than letting difficulty or failure overcome, highly resilient people manage to change course, bounce back, grow from challenges, and continue moving toward their goals.

Ways to Develop Resilience

Good news is that scientists have confirmed that resilience is not just an innate ability; it is something that everyone can learn and improve. Establishing and maintaining healthy habits, staying optimistic and gratitude are key ways to help create resilience.

Optimistic thinking, believing in a positive outcome or future, helps us foster the attitude to persist or 'continue on'.

Gratitude helps us not feel overwhelmed by temporary conditions. Finding things in our life for which to be grateful is a deliberate

effort you can practice every day. For example, many BWF level and other technical officials are grateful, among other things, for the opportunity to participate in high level tournaments, to officiate top players, and to travel the world.

Social connections contribute to mental strength, having people in your life upon whom you can rely; these can be family, friends, colleagues, and others who are there to support you and assist you in your growth.

All these ways of achieving resilience can be developed in good and challenging times.

To develop resilience, you need to see challenges as learning opportunities. Over time, you will learn that being knocked down strengthens your abilities. Additionally, it mitigates against fear of failure and being knocked down again.

Stopping Negative Thought Cycles

Stressful experiences can lead to negative emotions. Thinking is behind our emotions, so it is important to identify a way of thinking about experience.

Dr. Karen Reivich from Penn Positive Psychology Center identified five typical ways of thinking in stressful situations, which she refers to as "thinking traps":

- 1. Mind reading:** you believe that you know what other people think.
- 2. Blaming yourself:** you believe that you are the sole cause of every problem (e.g. "It's all my fault!").
- 3. Blaming others:** you believe that other people or circumstance are the cause of every problem.
- 4. Catastrophising:** you waste critical energy thinking of the worst case outcome of the situation. This blocks you from taking any action, upsets the balance between our perception and threat, and underestimates our own resources to solve the problem.
- 5. Helplessness:** you believe that the perceived negative event is going to impact all areas of your life and you have no control.

Strategies to Deal with Negative Thinking

There are several strategies to help overcome counterproductive thoughts.

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- Use evidence to remind yourself of previous accomplishments or worthiness. Being aware of your strengths and weaknesses helps to raise your level of self-esteem.
- "Reframing" can be also used. The main goal is to find a more optimistic perspective of the situation and turn negative thoughts into positive ones.
- Planning may help you to be mentally prepared for any kind of situation. Using all available information about the tournament you will officiate, details of the tournament, location, cultural aspects, team members, stakeholders, etc., may help you to create a contingency plan and be prepared for almost any kind of situation. Predict a few possible scenarios, go through it and generate a proper reaction in each of the scenarios.

As an exercise, you can choose one counterproductive thought in a certain situation and prepare a sentence for each of strategies (evidence, reframe, plan).

Another strategy to break a negative thought cycle is to take a behavioural break. Change location (e.g. walk to another room, take a short exercise, meditation, breathing, etc.), in order to help make your mind and body busy and draw attention away from the negative thought cycle.

"What Doesn't Kill You Makes You Stronger"

The saying, "What doesn't kill you makes you stronger", also known as "positive stress" or "hormesis", is often used as affirmation of resilience. It is also adopted as a motto of the famous US Navy SEAL programme.

In psychology, "hormesis" is the term for a type of positive stress that makes you stronger and more resilient.

US military training starts with a small amount of stress on the trainees,

forcing them to learn how to cope with it. Then, more stress is added, resulting in more coping abilities. This continues so that by the end, the trainees finish as better people with a stronger sense of resilience - almost bulletproof.

A certain level of stress is good because it teaches you how to cope with problems, find solutions, fail but do better the next time. When stressed, people reveal more of their real nature. That is why assessors like to see you in a stressful situation, so they can learn more about who you are, and see how you think and react.

"Hormesis" is a regular part of each technical official's development, starting from tournaments at the local and national levels, then up to the continental and BWF levels, with rising stress levels. TOs learn to adapt and make progress to increasing their performance.

UPDATE FOR UMPIRES

By Malcolm Banham
Chair – BWF Umpire Assessment Panel

Service Judges Helping the Umpire

I was pleased to receive a few emails regarding my latest COC-Tales article about the service judge helping the umpire in awkward situations. The general comments were umpires are happy to have confirmation that they are there (and expected) to help, including leaving their service judge chair, if necessary. This may also include asking the umpire to call the referee to court to ensure the correct decision is made. This is, of course, if the service judge is 100% sure. I would not expect or wish to see the service judge jump up after every point.

When questioned, service judges often tell me they “try” to help the umpire, however, I do not think “try” is good enough. The game is for the players and we are there to ensure that the correct laws are applied to keep the game fair for everyone.

We are a team out there on court; don't leave the umpire in trouble.

Umpire Assessor Workshop 2020

The BWF Umpire Assessor Workshop 2020 was scheduled to take place in Aarhus, DEN, in conjunction with the TOTAL BWF Thomas & Uber Cup Finals 2020 originally scheduled in May.

Sadly, tournaments were put on hold from the middle of March with no international travel allowed for the majority of our TO community, including the members of the Umpire Assessment Panel.

However, through the wonders of technology, we still met, although this time via video conference, over three sessions of four hours. For some of us, it was either very early or very late in the day, so thanks to all for their flexibility in supporting the entire workshop.

And, of particular note, it was a pleasure to have new BWF Referee Assessment Panel Chair Jane Wheatley (AUS) participate in our workshop, and I am sure we will have a



great working relationship as we did with her predecessor Torsten Berg (DEN).

Where possible, BWF has facilitated the cross-over of our panels to ensure as much cooperation and understanding in the performance of our referees and umpires, and to the end, I was very pleased to have been asked to represent the umpires at the BWF Referee Workshop 2020 which took place in Kuala Lumpur (MAS) earlier this year.

Fixed Height Service Device

One discussion from the Umpire Assessor Workshop focused on the Fixed Height Service Device. The consensus was that service judges have mastered use of the device, however, it was noted that some are moving the device when they sit in the service judge's chair. While it was originally recommended that the device be at arm's length, this is only a guide as it will be a little different for different service judges.

Please do not move the devices, depending on the floor/court levels this can make a big difference to the height in the centre of the court. The post of the device should be placed closest to the net. The referee has the devices

checked before the start of play each day to make sure they are correct and level.

Scheduling Umpire Workshops at Tournaments

We also discussed the most appropriate time for the umpire workshop at Grade 1 and 2 tournaments, and have decided that, in most cases, it will be held after the main umpire briefing where any concerns/questions can be brought up. We believe this should help with consistency between all umpires regardless of the different levels of the umpires at that tournament.

Defining the Field of Play

There are a few places in the Laws and ITTO that mention the field of play, so how do we define it?

The field of play is the total area upon which the courts are laid and where spectators are not allowed.

I hope you all have stayed well during these trying times. I look forward to seeing you all soon!

BWF LAWS, RULES AND REGULATIONS

By Torsten Berg
Member – BWF Para Badminton
Commission

Laws and Regulations

As technical officials (TO) it is our role to apply the badminton laws and regulations to the international game on court as well as to the competitions under the BWF umbrella. Generally, also the National game worldwide follows the Laws of Badminton, whereas National competitions will follow regulations laid down by the Member Association, often, but not always, modelled by the BWF General Competition Regulations (GCR).

It is one of the very strong points of badminton compared to many other sports that our sport is played worldwide and, on all levels, according to the same laws and regulations, with only a few, minor variations in junior and lower levels tournaments.

The Instructions to Technical Officials (ITTO) are of course aimed directly at our duties as TOs, and we must stay updated on them, in particular because they are changed from time to time, to keep up with, and control, changes to the sport on the very visible elite level.

The Constitution

The BWF Constitution is the cornerstone of BWF's statutes. They comprise five sections:

- ▶ Governance;
- ▶ Ethics;
- ▶ Judicial Processes;
- ▶ Rules of the Game; and
- ▶ Technical Regulations.

The last two statutes are the most important for us as TOs.

The current Constitution was unanimously agreed by Member Associations at the 2012 BWF Annual General Meeting (AGM) and has since then only undergone

minor adjustments, again unanimously, at subsequent AGMs. The Statutes are the collection of all rules and regulations applicable to our sport and officials. Since 2012, the five Sections were further developed, and the Statutes are now in quite good shape compared to other sports, hopefully covering all issues that may arise.

Most important for us as TOs is Clause 35 of the Constitution, which authorises and regulates the Laws of Badminton. It says that the Laws of Badminton (understood as Section 4.1 of the Statutes, excluding subsections) may only be altered through a decision of a General Meeting, by a majority of two-thirds of the votes cast. However, Council shall have power to authorise temporary experimental variations to the Laws of Badminton. You will remember such experimental variations concerning the scoring system; the latest allowing playing five games to 11 points.

The Laws of Badminton

Compared to other major sports, the Laws of Badminton (Section 4.1) are short and simple. They define our sport's framework, regulate the dimensions of the court and the

equipment, and provide the legal basis and the limits for the authority of the TO.

While the Laws are amended from time to time, it is actually quite impressive to realise that the fundamentals of badminton, such as the size of the court, the height of the net and the dimensions of racket and shuttle, as well as most clauses concerning scoring, faults and lets are almost the same as when the International Badminton Federation (IBF) was established in 1934, and go back to when the Laws were first decided in the 19th century. The changes in recent years have mainly had the purpose



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to address issues related to the elite level of the game, such as the introduction of rally point scoring in 2006 (to reduce the length of the longest matches), and the overrule regulation a few years earlier to contravene biased line calls.

The general and fairly simple nature of the Laws (and to some extent also the GCR, ITTO and other regulations) is a declaration of

confidence in us, in our role as TOs.

We are given some freedom to interpret and apply the Laws and other regulations, in compliance with the texts and using our training and, not least, our common sense. Whereas players and team officials have the right to expect similar answers to similar problems from us, detailed regulations and instructions that we are bound to follow are not always the best solution, bearing in mind that our regulations will apply not just to the elite level game, but to the game on all levels.

There are also Alternative Laws (Section 4.1.4), not much applied, allowing variations to the scoring system as well as to the service law, with the waist as the upper limit. They can be changed by Council.

The General Competition Regulations

The GCR is intended to be “general”. They are decided and amended by Council. The general nature implies that certain tournaments, such as Continental Circuits and team tournaments, may have their own specific set of regulations. Such specific regulations overrule the general regulations, where they cover the same issues, according to a legal principle called *lex specialis*.

There are many important clauses in the GCR for the TOs, in particular for the referees, so it is absolutely necessary to keep up with the fairly regular changes to the GCR and the annexes in Sections 5.2 to 5.4. It is a good idea to review these regulations before leaving home for each appointment.

The ITTO

The ITTO (Section 4.1.1), since 2018, contains instructions to both referees, umpires, service judges, and line judges. They are the prime instrument for BWF to standardise badminton officiating worldwide. The intention is that the ITTO, together with the standard Vocabulary (Section 4.1.5) provides TOs with sufficient detail to feel comfortable handling the sport on court as well preparation and follow up, without tying their hands, so they cannot handle extraordinary situations, using the authority vested in them in the Laws, Clause 17. Fairness and common sense shall have opportunity to prevail.

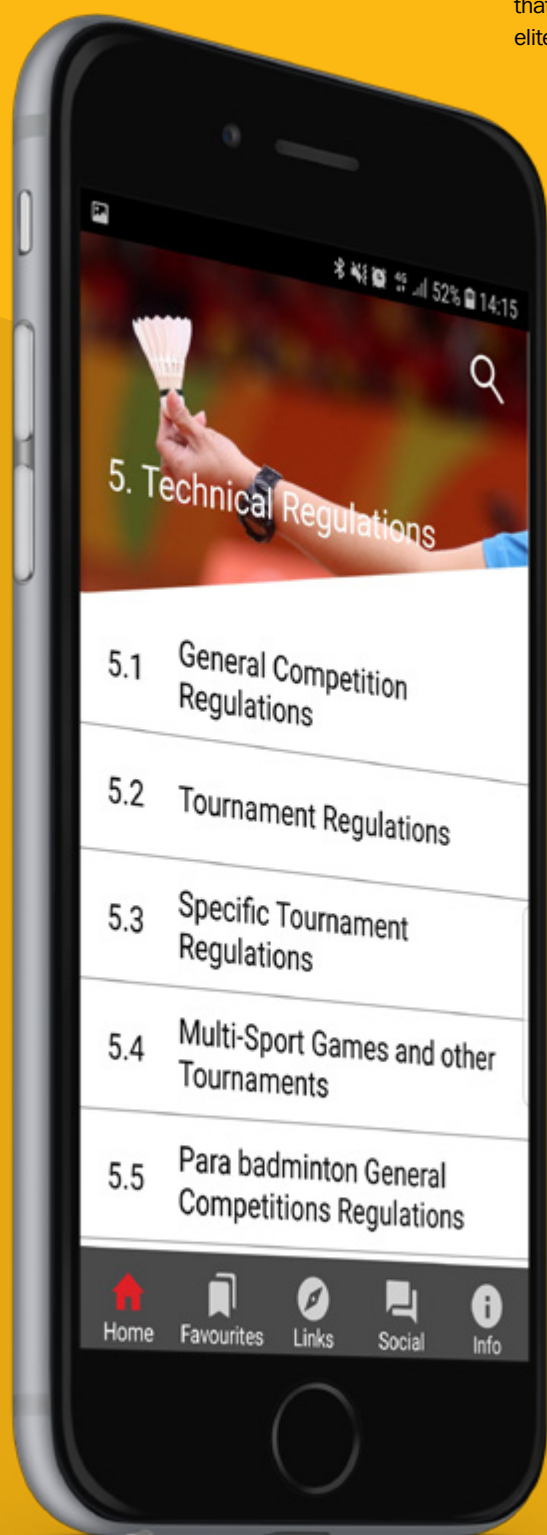
The ITTO also tell the players and team officials what they can and should expect from the TO.

If and when a TO—most frequently a referee—encounters a situation where doubt arises on how to proceed and does not find sufficient guidance in the ITTO, there is reason to seek assistance from BWF. The situation arisen may be new and not yet be described in the GCR or ITTO, or an apparent clash between regulations may appear.

If a BWF Assessor or Tournament Series Manager is at the tournament, that will be the first point of call. If not, the BWF Events Department or the BWF Assessor Panel Chairs will be well placed to help. In any case, consider to report the problem and solution after the tournament, so that the experience may be shared with your colleagues. Quite a few changes to regulations are based on such experience, however, it is not generally wise to regulate in detail based on single incidents.

Para badminton

The Para Badminton laws form part the Laws of Badminton and are noted in the same document as some additional clauses, written in italics. However, for Para badminton, the PBGCR (Section 5.5) are substantially different from the GCR and currently under review. Once this review is completed, it is the intention to follow up with a specific Para Badminton ITTO. Until then, the principles of the GCR and ITTO, adapted to Para, as well as their training and a lot of common sense, are applied by our Para TOs to ensure fair competition.



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EXPERIENCE AS A BWF UMPIRE

By Håkan Fossto
Retired BWF Certificated Umpire

Early Days of My Career

My officiating career really started already at the age of 16 when I played at a junior elite level while also officiating when I had the time. At the age of 17, I umpired my first final in the Swedish National Championship. My playing career was hampered by some injuries, which dampened my big ambitions. However, I still wanted to stay within my favorite sport, and so I made the decision to focus on an umpiring career with the goal to reach the top of our sport.

This has led to a 30+ year career as a top-level umpire, including 198 international tournaments, five straight Olympic Games, numerous World Championships, Thomas & Uber Cup Finals, and countless World Tour tournaments.

My first big opportunity to officiate my first major international tournament came in 1979, at the age of 22, and for the next couple of years, I got the chance to umpire the All England Championships, among other tournaments.

In 1983, I was the youngest of 12 umpires to be selected for the first BWF Umpire course which was held during the World Championships in Denmark, and we became the first group of BWF

umpires on which future programmes would be built.

For me, this was a very special experience to be a part of these championships, as I had played for several years against many of the top players here, and I now had the privilege of umpiring their matches! This included Morten Frost (DEN) against whom I had a lot of hard matches during my junior playing days. Another thrill was umpiring the men's doubles final where Jesper Helledie / Sten Fladberg (DEN) took the title. It was my first major championship final at the age of only 26!

My first trip to Asia was the World Championships 1987 in Beijing (CHN) and what a great experience it was! There were so

many unforgettable matches held in a fantastic, historical city. Another highlight during that time was umpiring the Thomas & Uber Cup Finals in Kuala Lumpur (MAS). It was not until that tournament did I realize how big the sport of badminton was in Asia, and especially in Malaysia!

However, this tournament was not without its challenges! I remember umpiring a men's doubles match between Malaysia and Indonesia that lasted over 90 minutes in 40-degree heat with no air conditioning! I lost concentration for a moment in the third game and made a wrong decision which led to chaos amongst team officials, the referee, and players, taking upwards of eight minutes before we could resume the match. Unfortunately, the mistake itself (and the umpire who made it - me) became infamous in Kuala Lumpur after that. Very memorable and educational for me!

Olympic Games Experiences

When I was invited to umpire at the 1992 Olympic Games in Barcelona (first time badminton was a full-medal sport), it felt like I had accomplished everything I wanted to do in my umpiring career. It was an amazing experience, including the opportunity to umpire the first-ever televised Olympic badminton match which was watched by viewers in over 150 countries! Right before the start of the match the two players, service judge, and I gathered together with the President of the International Olympic Committee where I received a bottle of champagne with an Olympic label as a memento.

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In my opinion, it was at the 1992 Olympic Games where the sport really grew in its “professionalism”, including amongst the BWF Technical Officials with greater demand to keep up with a faster game and improve sport presentation.

At the Sydney 2000 Olympic Games, you could tell that badminton had improved in its stature amongst Olympic sports, and this was evident in its venue location amongst other top sports and its overall attention from Olympic spectators had increased. Matches were tough and you could see that the players and all involved knew our sport had taken a big step forward. Further growth was evident at the Athens 2004 Olympic Games—in all aspects of the sport presentation and officiating.

The Beijing 2008 Olympic Games was, by far, the biggest experience for our sport. Being a major sport in China, tickets for the 9,000-seat stadium sold out well in advance of the Games. I remember it was an incredible tournament and atmosphere with great matches, including the opportunity to umpire an Olympic final for five straight Olympic Games, and what a match it was! The final of women’s singles ended up 21-19 in the third game!

Most Memorable Experiences as an Umpire

There are too many wonderful memories to mention all of them here, but the following are a few:

- ▶ 1992, 1996, 2000, 2004, and 2008 Olympic Games
- ▶ Thomas & Uber Cup Finals in Asia
- ▶ World Championships 2005 in Anaheim (USA) where the unseeded American men’s doubles pair won the final in front of over 13,000 American fans!
- ▶ My first All England Final in 1983.

What Badminton Means to Me

Badminton has been and will continue to be a big part of my life!

Many of my friends have said that I traveled too much in support of badminton. And, if you average it out, I think I have been sitting in an umpire’s chair every day for four years of my life! But, my answer to them has always been that I enjoyed every second and would not exchange it for anything else!

Both my private and professional lives, and different times, have been guided by my experiences in badminton.

When I met my current wife, I told her that I have two families. She was initially upset but when I explained to her that, “I have you and my children as well as my whole badminton family worldwide”, it was totally okay for her!

I will try to reach 200 tournaments, and continue to be a mentor and assessor as long as I feel I can still contribute and have the opportunities to do so.

I have, of course, hundreds of experiences and stories over the years. I may even write a book about all that has happened in my badminton life.

Development of our Sport and its Technical Officials

It has been wonderful to see how our sport has evolved so much since our first Olympic Games. More countries are invested in growing badminton in their region, there are more players competing, more tournaments, and more prize money has increased, and the growth and development continues!

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From the first BWF Umpire course in 1983 until today, many steps have been taken in the development of BWF Technical Officials.

At that time, while candidates were assessed and approved at one competition which is similar today, the formal development and certification of BWF Umpires at the national and continental level were also formalised at that time.

Being a smaller group of BWF Umpires, we received between five to six assignments from BWF per year. Today, the workforce is much larger and there is significantly more education, practical experiences, appraisal, and assessment programmes at the national and continental levels. Assessment

programmes have significantly added to the success of technical official development – both at the continental and BWF levels. The demands placed on BWF Technical Officials are greater than they have ever been, and the pressure is there all the time. I think the future is a full-time professional referee and umpire programme to ensure the highest and most consistent performance.

What have I learned over the nearly 30 years as a BWF Umpire?

Right from the start, I understood the importance of having good contact with everyone involved: host organisers, referees, umpires, players, team officials. Having good relationships with our stakeholders

certainly made it easier in the umpire's chair on court. BWF Umpires and players gained mutual respect for each other and the situations that could arise in a match. Players did not "exploit" the umpire because they knew he/she was an experienced umpire in the chair.

It was also very important to create a team feeling on the court. We all wanted to create a good atmosphere for spectators and TV viewers. One of my strengths was to always be fair and not fall for the pressure of coaches, team managers, players or spectators. It can certainly be tough when 10,000 spectators scream and point at you! And, in today's game, we are exposed at times to critical media and fans online.

What is my advice to the umpires who dream of officiating at the world's best tournaments amongst the best players?

You must have clear goals from the start and understand what you want to achieve.

Some questions to ask yourself are:

- ▶ How far do I want to go with my career?
- ▶ Can I create time and opportunity?
- ▶ Do I have the talent and feeling to become a top-level umpire?

Regardless of the level you choose as your goal, the most important attributes are:

- ▶ Talent;
- ▶ Passion;
- ▶ Will;
- ▶ Knowledge;
- ▶ Joy;
- ▶ Social skills; and
- ▶ Ability to accept and learn from all advice/feedback/appraisals.

Another important attribute is physical fitness and health to ensure you can perform at your best day after day at challenging, top-level tournaments.

Study the best umpires and pick the things you think they do well and try to replicate in your umpiring, however, it is important that you do not change your own personality in any way.

Be spontaneous and do everything with a smile because you love being there!



2020 CALENDAR OF MEETINGS, WORKSHOPS AND APPRAISALS

As of 01 July 2020 – calendar subject to change

Date	Activity	Location	Country	Tournament
08 Sep - 13 Sep	Umpire Appraisals & Workshop	Seoul	KOR	Korea Open 2020
15 Sep - 20 Sep	Referee Appraisals, Umpire Appraisals, Workshop & Assessment for BWF Accreditation	Changzhou	CHN	VICTOR China Open 2020
22 Sep - 29 Sep	Umpire Appraisals & Workshop	Tokyo	JPN	DAIHATSU YONEX Japan Open 2020
03 Oct - 11 Oct	Referee Appraisals, Umpire Appraisals, Workshop & Assessment for BWF Accreditation	Aarhus	DEN	TOTAL BWF Thomas & Uber Cup Finals 2020 (new dates)
13 Oct - 18 Oct	Referee Appraisals, Umpire Appraisals & Workshop	Odense	DEN	DANISA Denmark Open 2020
20 Oct - 25 Oct	Umpire Appraisals & Workshop	Paris	FRA	YONEX French Open 2020
27 Oct - 01 Nov	Referee Appraisals	Macau	MAC	Macau Open 2020
27 Oct - 01 Nov	Referee Appraisals	Saarbrücken	GER	SaarLorLux Open 2020
10 Nov - 15 Nov	Umpire Appraisals & Workshop	Hong Kong	HKG	YONEX-SUNRISE Hong Kong Open 2020
17 Nov - 22 Nov	Referee Appraisals	Lucknow	IND	Syed Modi India International 2020
17 Nov - 22 Nov	Referee Appraisals, Umpire Appraisals & Workshop	Jakarta	INA	BLIBLI Indonesia Open 2020 (new dates)
24 Nov - 29 Nov	Umpire Appraisals & Workshop	Kuala Lumpur	MAS	CELCOM AXIATA Malaysia Open 2020 (new dates)
08 Dec - 13 Dec	Umpire Appraisals & Workshop	New Delhi	IND	YONEX SUNRISE India Open 2020 (new dates)
09 Dec - 13 Dec	Umpire Appraisals & Workshop	Guangzhou	CHN	HSBC BWF World Tour Finals 2020
TBC	BWF Semi-Professional Referee Preparatory Meeting			
11 Jan - 16 Jan 2021	Referee Appraisals	Auckland	NZL	BWF World Junior Mixed Team Championships 2020 (new dates)
11 Jan - 24 Jan 2021	Umpire Appraisals & Workshop	Auckland	NZL	BWF World Junior Championships 2020 (new dates)